346 Mx. Nwtk

Industrial Relations LAW REPORTS

7 YEAR INDEX

(January 1982 to December 1988)

15 AUG 1989

7 YEAR INDEX

This index is to cases reported in the last six volumes of Industrial Relations Law Reports (1982 to 1987). The index is divided into three sections – the Casemark reference system, an Alphabetical Index to Cases Reported and a Cumulative Index of Cases Reported. With the aid of this six-year index, readers will be able to refer readily to either a particular case or a group of cases on the same or related issues. Cases reported in IRLR before 1982 (September 1972 to December 1981) are listed in the previously published 10-year index.

The Casemark reference system (p.2)

IRLR's unique Casemark reference system breaks down the main issues under relevant jurisdictions into numerical references. Each separate jurisdiction is identified by a number in the hundreds – for example, 200 Unfair Dismissal. Under that main head, major issues are referred to by numbers in the tens – eg, 230-239 Reason for dismissal. This range is then sub-divided into various aspects – eg, 234 Conduct. Where appropriate, there is a further breakdown to one decimal place according to particular issues – eg, 234.3 Refusal to co-operate with management. In some cases where the issues can be specified still further, the reference goes to two decimal places – eg, 234.36 Refusal to obey an order. The Casemark system is used regularly in IRLR to identify the key issues in the cases reported.

Alphabetical Index to Cases Reported (p.5)

This index lists all cases alphabetically under the name of the applicant or appellant. The reference beside each entry gives the year and page number at which the case was reported. Industrial Tribunal cases are shown in roman type; all others are in italics.

Cumulative Index of Cases (p.9)

Using the Casemark reference system, the cumulative index lists cases reported under key issues. It follows the same order as Casemark, starting with Contracts of Employment. To use the cumulative index, you will first need to refer to Casemark to establish the numerical reference of the issue with which you are concerned. For example, if you want to refer to cases dealing with employees who have been dismissed for lateness, you would look first under the main unfair dismissal head, then under reason for dismissal, then conduct and finally under attendance where you would find lateness numbered 234.11. Looking then at the cumulative index under 234.11 Reason for dismissal – Conduct – Attendance – Lateness, you will find listed all the cases concerning lateness that we have reported in the last six years. These appear in year order beginning with 1987. For each year, the cases are then listed in numerical page order beginning with p.1. Once again, Industrial Tribunal cases appear in roman type and all other cases in italic.

As many cases involve more than one issue, a particular case may well appear in the cumulative index under more than one heading.

Using the Index

If you want to refer to a particular case and you know the name of the case, then the alphabetical index to cases will indicate if and when we reported the case in IRLR. If you are not sure of the name of the case but know the issue with which it dealt, then by first referring to Casemark as described above, you could use the cumulative index to find the report of the case.

If you wish to refer to all the cases that we have reported on a specific issue, then you should refer to the cumulative index.

Back Copies

If in looking through the Index, you see cases which you find of particular interest, please remember that back copies of IRLR are always available. For further details, contact the Marketing Manager, Industrial Relations Services, 18-20 Highbury Place, London N5 1QP. Tel: 01-354 5858.

Subscriptions

The Marketing Manager will also be pleased to provide details of current subscription rates to IRLR and information about IRS's other services.

Casemark

100 CONTRACTS OF EMPLOYMENT

101 Meaning of "employee"
101.1 Illegal contract
110-119 WRITTEN PARTICULARS
110.1 Legal effect
111 Items to be specified
111.2 Date employment began
111.5 Job title
111.9 Sick pay
115 Exclusions and qualifications
115.5 Excluded cases
118 Reference to Tribunal
120-139 TERMS OF EMPLOYMENT
120.1 Restrictive covenant
120.2 Secrecy agreement
120.3 Fidelity bond
120.4 Date employment began
120.5 Duration
121 Job grading/title
122 Job duties
123 Place of employment
124 Pay
124.1 Profit sharing scheme
124.2 Bonus scheme
124.3 Motor allowance
125 Hours of work
125.1 Overtime
126 Right to work
127 Notice
127.2 Payment in lieu
128 Holidays and holiday pay
129 Sick pay/sick leave
130 Pension rights/retirement
131 Duty of fidelity
131.1 Trade secrets
131.2 Confidential information
132 Director's fiduciary duty
133 Duty to take reasonable care
134 Duty of mutual trust and confidence
136 Lay off/short-time working
137 Appeals procedure
138 Disputes procedure
139 Disciplinary procedure
150 EMPLOYMENT-RELATED TORTS
150.2 Conspiracy
160 EFFECT OF COLLECTIVE AGREEMENT
169 EFFECT OF WAGES COUNCIL ORDER
170-178 TERMINATION
171 Wrongful dismissal
174 Employer repudiation/ constructive dismissal
175 Frustration
176 By operation of law
179 BREACH OF CONTRACT
180 CONTINUITY OF EMPLOYMENT
190-199 REMEDIES
191 Damages
192 Declaration
193 Injunction
194 Order of certiorari
196 Specific performance
197 Restitution

200 UNFAIR DISMISSAL

210-219 EXCLUSIONS AND QUALIFICATIONS
211 Meaning of "employee"
211.1 Illegal contract
212 Claim in time
213 Service qualification
213.1 Effect of strike
213.3 20 or less employees
214 Upper age limit
215 Excluded cases
215.1 Work ordinarily outside GB
215.3 Claim prior to dismissal
215.5 Excluded classes of employment
215.54 Police service
216 Fixed-term contracts
217 Weekly hours of work
218 Agreement precluding complaint
219.1 Excluded procedure agreement
220-225 WAS EMPLOYEE DISMISSED?
221 Termination by employer
221.3 Termination of fixed-term contract
221.4 Offer of reinstatement
221.5 Employee's notice during notice period
222 Termination by agreement/offer of new employment
223 Resignation/employee repudiation
224 Employer repudiation/ constructive dismissal
224.1 Change in status, title or grade
224.2 Change in job content
224.3 Change in pay or fringe benefits
224.4 Change in place of work
224.5 Change in hours of work
224.6 Employee's safety
224.9 Other circumstances entitling the employee to terminate
225 Frustration of contract
226 DATE OF TERMINATION
230-239 REASON FOR DISMISSAL
231 No reason shown: evidence
232 Capability
232.1 Skill/competence
232.2 Health
232.3 Aptitude
232.4 Physical
232.5 Mental
233 Qualifications
233.1 Academic
233.2 Technical
233.3 Professional
234 Conduct
234.1 Attendance
234.11 Lateness
234.12 Leaving early
234.13 Clocking offences
234.14 Extended meal breaks
234.15 Absenteeism
234.16 Refusal to work hours requested
234.17 Unauthorised leaving of job site
234.18 Unauthorised absence
234.19 Failure to disclose criminal conviction
234.2 Inadequate performance
234.3 Refusal to co-operate with management
234.31 Refusal to accept a change in status, title or grade
234.32 Refusal to accept a change in job content
234.33 Refusal to accept a change in pay
234.34 Refusal to accept a change in place of work
234.35 Refusal to accept a change in hours of work
234.36 Refusal to obey an order
234.37 Insubordination
234.38 Use of bad language with supervisors and management
234.4 Relationship with other employees
234.41 Violence
234.42 Bad language
234.43 Personality conflicts
234.44 Sexual relationships
234.5 Relationship with people other than employees
234.51 Customers
234.52 Suppliers
234.53 Patients
234.6 Alleged or proven criminal acts
234.61 Theft
234.63 Offence unconnected with work
234.7 Breach of company rules
234.71 Safety
234.72 Carelessness/ negligence
234.73 Drinking or drunkenness
234.74 Selling/gambling
234.75 Using work equipment wrongfully
234.76 Working in competition
234.77 Dishonesty
234.78 Failure to submit medical certificates
234.79 Refusal to attend disciplinary hearing
234.8 Industrial action
234.81 Inducement to breach of contract
234.9 Other misconduct
234.91 Failure to dislose criminal conviction
235 Statutory restriction
236 Other substantial reason
236.1 Conflict between employees
236.5 Expiration of fixed-term contract
237 Inadmissible reason/union membership grounds
237.1 Trade union
237.11 Membership
237.12 Activities
237.13 Non-membership
237.2 Pressure on employer to dismiss
238 Pregnancy
239 Transfer of undertaking
239.1 Whether reason connected with transfer
239.2 Economic, technical or organisational reason
240-249 WHERE REASON FOR DISMISSAL IS REDUNDANCY
241 Whether reason is redundancy
241.1 Qualifications
241.2 Was employee dismissed?
241.3 Was dismissal for purposes of redundancy?
241.31 Cessation of business
241.32 Diminishing work requirements
241.33 At the place of work
241.4 Onus of proof
241.5 Exclusions
241.53 Offer of alternative employment
242 Selection for redundancy
242.1 Circumstances applied equally to other employees holding similar positions
242.2 Inadmissible reason
242.3 Contravention of a customary arrangement
242.31 Special reasons for contravention
242.4 Contravention of an agreed procedure
242.41 Special reasons for contravention
242.5 Company policy: reasonableness
242.51 Contravention of company policy
242.52 Special reasons for contravention
250-259 SUFFICIENCY OF REASON FOR DISMISSAL
251 Onus of proof
252 Reasonableness in the circumstances: IR Code of Practice
252.1 Disciplinary procedure
252.11 Fair and effective arrangements
252.12 Agreed with employee representatives
252.13 Formal procedure
252.14 Rules and procedure known to employees
252.15 Circumstances which can lead to penalty known
252.16 Specification of authority
252.17 Opportunity to state case
252.18 Opportunity to be represented
252.19 Opportunity to appeal
252.2 Operating the disciplinary procedure
252.21 Warnings
252.22 Gross misconduct: dismissal for first breach
252.23 Action recorded in writing
252.24 Action against shop steward
252.3 Other parts of the Code
252.31 Effective organisation of work
252.32 Security of employment
253 Reasonableness in the circumstances: conduct and capability
253.1 Employer responsibility: other than Code
253.11 Inquiry and investigation
253.12 To establish validity of reason
253.13 To warn of change in practice
253.14 Consistency
253.15 To remedy situation
253.16 Shared responsibility
253.17 To inform employee of reason for dismissal
253.18 To attempt to find alternative employment
253.2 Provocation by superior
253.3 Penalty related to offence
253.4 Injury or illness
253.41 Disabled employee
253.42 Compliance with sick pay procedure
253.43 Warning/ consultation
253.44 Attempt to find alternative employment
253.5 Summary dismissal
253.51 Serious negligence
253.52 Violence
253.53 Dishonesty
253.54 Theft
253.55 Gross misconduct
253.56 Offence unconnected with work
253.6 Breach of contract
253.8 Industrial action
254 Reasonableness in the circumstances – redundancy
254.1 Attempt to find alternative employment
254.2 Elimination of overtime/short-time working
254.3 Warning
254.4 Consultation
254.5 Basis of selection
254.6 Applying the selection procedure
254.8 Dismissal of apprentice
255 Reasonableness in the circumstances – statutory restriction
256 Reasonableness in the circumstances – other substantial reason
257 Equity and substantial merits of case
257.1 Equity
257.2 Substantial merits of case
258 Interests of the business
259 Size and administrative resources of the undertaking
260-269 DISMISSAL AND INDUSTRIAL ACTION
261 Strike
262 Other industrial action
263 Selection for dismissal
264 Selection for offer of re-engagement
265 Inadmissible reason
266 Date of dismissal
267 Lock-out
268 Pressure on employer to dismiss
270-274 RE-EMPLOYMENT
271 Where grounds are well-founded
272 Where practicable
273 In accordance with equity
274 Reinstatement/ re-engagement
274.1 In same job
274.2 In alternative employment
274.3 In same grade
274.4 At current grade rate
274.6 Terms
274.63 Compensation – interim loss
274.65 Repayment of redundancy payment
274.8 In same capacity
275 INTERIM RELIEF
280-289 COMPENSATION
281 Just and equitable in all the circumstances
282 Expenses
283 Compensatory award
283.1 Past loss
283.11 Notice period
283.12 Beyond notice period
283.13 Recoupment
283.2 Future loss
283.21 Short term
283.22 Long term
283.3 Present loss
283.4 Loss of potential redundancy payment
283.5 Loss of protection against unfair dismissal
283.6 Loss arising from manner of dismissal
283.7 Loss of pension rights
283.8 Loss of service-related notice entitlement
283.9 Other losses
284 Mitigation of loss

285 Contributory fault
286 Additional award
286.1 Employer refusal to re-employ
287 Deductions
288 Basic award
289 Other
289.1 Compensation by agreement
289.2 Loss not within Tribunal's jurisdiction
289.3 Manner of dismissal
289.4 Interest
289.5 Review
289.6 Special award
290-299 OTHER ASPECTS
291 Representation in Tribunals
292 Costs
293 Tribunal procedure
293.5 Pre-hearing assessment
294 Conciliation
295 Contribution to compensation
296 Voluntary procedure
297 No waiver of rights
298 Discovery and further particulars

300 REDUNDANCY PAYMENTS

310-319 EXCLUSIONS AND QUALIFICATIONS
311 Meaning of "employee"
312 Claim in time
313 Service qualification
315.1 Excluded cases – work ordinarily outside GB
316 Fixed-term contracts
317 Was claim settled?
320-325 WAS EMPLOYEE DISMISSED?
321 Termination by employer
321.2 Renewal or re-engagment
321.3 Termination of fixed-term contract
321.4 Employee's notice during notice period
322 Termination by agreement
322.1 Offer of re-engagement
323 Resignation/employee repudiation
324 Employer repudiation/ constructive dismissal
324.1 Change in status, title or grade
324.2 Change in job content
324.3 Change in pay or fringe benefits
324.4 Change in place of work
324.5 Change in hours of work
325 Frustration of contract
326 CHANGE IN OWNERSHIP OF BUSINESS
327 DATE OF TERMINATION
330-339 WAS DISMISSAL DUE TO REDUNDANCY?
331 Onus of proof
331.1 Statutory presumption
332 Cessation of business
332.3 Place of work
333 Diminishing work requirements
333.1 Employees
333.2 Particular kind of work
333.3 Place of work
338 Employee misconduct
340-349 OFFER OF ALTERNATIVE EMPLOYMENT
341 In writing
342 Suitability
343 Reasonable refusal
345 Trial period
350 LAY OFFS
370-379 CALCULATION OF PAYMENT
371 Written statement
372 Continuity of employment
373 Average weekly rate of remuneration
375 Normal working hours
377 Supervening misconduct dismissal
378 Pension offset
379 Calculation of payment
379.4 Interest
392 Costs
393 Tribunal procedure
395 Redundancy rebates
397 Redundancy payments – no waiver of rights

400 INDIVIDUAL'S RIGHT TO TRADE UNION MEMBERSHIP AND ACTIVITY

410 Right to trade union membership
411 Right to non-membership
412 Right to take part in trade union activity
415 Appropriate time
480 REMEDIES
481 Declaration of rights
482 Compensation
490-499 OTHER
491 Claim in time
492 Costs
496 Discovery

500 EQUAL PAY

501 Meaning of "employment"
510-519 EXCLUSIONS
511 Retirement or death terms or provisions
512 Provision relating to pregnancy or childbirth
513 Claim in time
520-529 TERMS AND CONDITIONS OF EMPLOYMENT LESS FAVOURABLE
521 Pay
524 Sick pay
525 Redundancy payment
526 Calculation of bonus payment
527 Allowances
527.1 Relaxation allowance
527.3 Removal expenses
530-539 LIKE WORK
530 Employed on
531 Same work
532 Broadly similar
533 Whether differences of practical importance
533.1 Frequency of differences
533.2 Nature of differences
533.3 Extent of differences
534 Comparison with employee in the same employment
540-544 WORK RATED AS EQUIVALENT
541 Equal value
542 Job evaluation study
543 Discriminatory system
545-549 WORK OF EQUAL VALUE
545 Scope of claims
546 Screening hearing
546.1 Onus of proof
546.2 Work previously evaluated
546.3 Discriminatory evaluation
547 Independent expert's report
550-559 GENUINE MATERIAL DIFFERENCE
551 Merit
552 Grading
553 Additional contractual obligations
553.1 Night work
554 Experience/length of service
555 Special duties
556 Personal differential
556.1 Red-circling
557 Historical reasons
558 Location
559 Other
559.1 Hours of work
559.2 Economic circumstances of employer
559.3 Market forces
560-569 COMPARISON WITH EMPLOYEES IN OTHER ESTABLISHMENTS
561 Common terms and conditions
570-579 COLLECTIVE AGREEMENTS
580-589 DAMAGES
581 Declaration
582 Arrears of remuneration
592 Costs
593 Tribunal procedure
596 Discovery
598 Effect of European Community law

600 SEX DISCRIMINATION

601 Meaning of "employee"
610-619 DEFINITIONS
611 Direct discrimination
612 Indirect discrimination
612.1 Requirement/condition with which fewer women can comply
612.11 Physical attributes
612.15 Full-time work
612.16 Age
612.2 Whether justifiable
612.21 Safety and health
612.3 To detriment
613 Discrimination against men
614 Discrimination against married persons
614.1 Direct discrimination
614.2 Indirect discrimination
615 Relevant circumstances the same or not materially different
616 Victimisation
618 Sexual harassment
620-629 EXCLUSIONS AND EXCEPTIONS
621 Meaning of "employee"
622 Claim in time
623 Excluded cases
623.1 Less than six employees
623.2 Private households
623.3 Midwives
623.4 Work ordinarily outside GB
624 Contractual money benefits
625 Retirement or death provisions
626 Genuine occupational qualifications
626.1 Physiology or authenticity
626.2 Decency or privacy
626.3 Employee lives on premises
626.5 Provision of personal service
627 National security etc
630-639 DISCRIMINATION BY EMPLOYERS
631 Selection arrangements
631.4 Interview
632 Terms offered
633 Refusal to offer employment
634 Promotion, transfer or training
635 Other benefits, facilities or services
636 Dismissal
637 Other detriments
640-649 OTHER UNLAWFUL ACTS
641 Discriminatory advertising
645 Liability of employers and principles
646 Aiding unlawful acts
650-659 DISCRIMINATION BY OTHERS THAN EMPLOYERS
651 Qualifying bodies
654 Education authorities
655 Providers of facilities or services
680-689 INDIVIDUAL REMEDIES
681 Compensation
681.1 Intention to discriminate
681.2 Injury to feelings
681.3 Loss of earnings and other benefits
681.37 Pensions
681.94 Interest
682 Action recommendation
683 Order declaring rights
690-699 OTHER
693 Tribunal procedure
694 Forms for questioning
696 Discovery
697 No waiver of rights
698 Effect of European Community law

700 RACE RELATIONS

701 Meaning of "employee"
710-719 DEFINITIONS
711 Direct discrimination
712 Indirect discrimination
712.1 Requirement/condition with which fewer of a racial group can comply
712.16 Age
712.2 Whether justifiable
712.3 To detriment
713 Racial grounds or group
713.1 Colour
713.2 Race
713.3 Nationality
713.4 Ethnic origins
713.5 National origins
714 Segregation
715 Victimisation
716 Relevant circumstances the same or not materially different
720-729 EXCLUSIONS AND EXCEPTIONS
722 Claim in time
723 Excluded cases
723.4 Work ordinarily outside GB
728 Acts done under statutory authority
730-739 DISCRIMINATION BY EMPLOYERS
731 Selection arrangements
733 Refusal to offer employment
734 Promotion, transfer or training
735 Other benefits, facilities or services
736 Dismissal
737 Detriments
740-749 OTHER UNLAWFUL ACTS
741 Discriminatory practices
742 Discriminatory advertising
743 Instructions to discriminate
744 Pressure to discriminate
745 Liability of employers and principles
746 Aiding unlawful acts
750-759 DISCRIMINATION BY OTHERS THAN EMPLOYERS
751 Qualifying bodies
752 Trade unions/trade associations
753 Vocational training bodies
755 Providers of facilities or services
756 Employment agencies
770-779 ENFORCEMENT BY CRE
771 Formal investigation
772 Issue of non-discrimination notice
773 Appeal against non-discrimination notice
780-789 INDIVIDUAL REMEDIES
781 Compensation
781.2 Injury to feelings
781.3 Loss of earnings and other benefits
782 Action recommendation
790-799 OTHER
792 Costs
793 Tribunal procedure
794 Forms for questioning
796 Discovery
797 Further particulars

800 EMPLOYMENT PROTECTION RIGHTS

810 WRITTEN REASON FOR DISMISSAL
820 GUARANTEED PAY
830 MATERNITY PAY
840 MATERNITY LEAVE
850 TIME OFF FOR TRADE UNION DUTIES/TRAINING
860 TIME OFF FOR TRADE UNION ACTIVITIES
870 TIME OFF FOR PUBLIC DUTIES
880 TIME OFF TO LOOK FOR WORK
890 OTHERS
891 Insolvency
892 Itemised pay statement
893 Time off for ante natal care

900 MISCELLANEOUS LEGISLATION

910 REHABILITATION OF OFFENDERS ACT
911 Spent conviction
920 TRUCK ACTS
930 TRADE UNION ACT
950 FAIR EMPLOYMENT (NORTHERN IRELAND) ACT
960 MISREPRESENTATION ACT
970 TRANSFER OF UNDERTAKINGS REGULATIONS
979 EEC TRANSFER OF UNDERTAKINGS DIRECTIVE
980 PATENTS ACT

1100 TRADE UNION RECOGNITION

1200 DISCLOSURE OF INFORMATION

1270 CONFIDENTIALITY

1300 UNION MEMBERSHIP AGREEMENTS

1395 European Convention of Human rights

1400 COLLECTIVE AGREEMENTS

1401 Definition of worker
1410 LEGAL ENFORCEABILITY
1416 Union as agent for member

1500 INDUSTRIAL ACTION

1510- DEFINITIONS
1511 Contemplation or furtherance of trade dispute
1512 Due notice of strike
1513 Inducement to breach of contract
1515 Lock-out
1516 Union as agent for member
1517 Union liability
1518 Peaceful picketing
1520-9 TORT IMMUNITIES
1523 Breach of contract
1525 Strike ballot
1540-9 SECONDARY ACTION
1543 Suppliers/customers
1560-9 TORT LIABILITY
1561 Interference with business by unlawful means
1562 Trespass
1563 Nuisance
1564 Interference with contract
1565 Intimidation
1566 Assault
1570-9 CRIMINAL OFFENCES AND PICKETING
1571 Obstruction of the highway
1572 Breach of the peace
1573 Obstruction of the police
1574 Unlawful assembly
1575 Conspiracy
1575.1 To intimidate
1576 Affray
1580 REMEDIES
1581 Damages
1581.9 Interest
1582 Injunction
1583 Declaration
1590-9 COURT PROCEDURE

1596 Interlocutory relief
1598 Contempt

1600 HANDLING REDUNDANCIES

1601 DEFINITION OF REDUNDANCY
1610-9 TRADE UNION
1612 Recognition
1613 Authorised representative
1620-9 TIMING OF CONSULTATION
1621 Date of dismissal
1622 Date of individual notices
1623 Meaning of establishment
1624 Proposed redundancy
1625 Periods for dismissal
1626 Earliest opportunity
1630-9 INFORMATION
1631 In writing
1632 Timing
1640-9 CONSULTATION REQUIREMENTS
1650-9 SPECIAL CIRCUMSTANCES
1651 Effect on employees
1652 Insolvency
1653 Other financial circumstances
1660-79 PROTECTIVE AWARD
1661 Claim in time
1662 Just and equitable
1663 Seriousness of employer's default
1667 Offsetting payments
1671 Date of commencement of protected period
1674 Remuneration under award

2200 TRADE UNIONS AND INDIVIDUALS

2210-19 EXCLUSION FROM MEMBERSHIP
2250 EXPULSION FROM MEMBERSHIP
2260 BREACH OF UNION RULES
2270 REMEDIES
2271 Injunction
2272 Declaration
2273 Compensation
2274 Damages
2296 Interlocutory relief

2500 TRADE UNION ORGANISATION

2510 LIABILITY GENERALLY
2511 Authorisation of act
2512 Endorsement of act
2513 Repudiation of act
2520-9 Responsible persons
2521 Principal executive committee
2522 Other person empowered by rules
2523 President/general secretary
2524 Other employed official
2525 Union committee
2580 Amalgamations

3000 HEALTH & SAFETY AT WORK

3300 SAFETY REPRESENTATIVES
3400 STATUTORY OFFENCES
3410 FAILURE TO DISCHARGE GENERAL DUTY
3430 POLICY STATEMENT
3470 PERSONAL LIABILITY
3480 CORPORATE LIABILITY
3500 EMPLOYER'S LIABILITY
3590 DAMAGES-GENERAL
3591 Pain and suffering
3592 Loss of amenity
3593 Loss of earning capacity
3597 Deductions
3597.1 Redundancy payment
3597.2 Payments made under permanent health insurance scheme
3598 Contributory negligence
3599 Limitation
3600 OTHER PROTECTIVE LEGISLATION
3610 Children & Young Persons Act
3620 Occupiers' Liability Act
3630 Transport Act
3631 Drivers' hours
3900 OTHER
3960 Discovery

4100 EMPLOYMENT APPEAL TRIBUNAL

4160 Fresh evidence
4170 Notes of evidence
4192 Costs

4200 CERTIFICATION OFFICER

4300 TRIBUNALS

4310 COMPOSITION
4320 RULES OF PROCEDURE
4330 DISCOVERY
4340 FURTHER PARTICULARS
4350 WITNESS ORDERS
4392 Costs

4400 COURT OF APPEAL

4492 Costs

4600 ACAS

4700 CENTRAL ARBITRATION COMMITTEE

5000 PAY AND INCOMES POLICY

5200 SCHEDULE 11

5300 FAIR WAGES RESOLUTION

6000 INCOME TAX

7000 SOCIAL SECURITY

7300 UNEMPLOYMENT BENEFIT

8000 OCCUPATIONAL PENSION SCHEMES

9000 EMPLOYEE SHARE OPTION SCHEMES

Alphabetical Case Index

Key
Entries not in italic are Industrial Tribunal or Certification Officer decisions.
Italic entry without any notation is an Employment Appeal Tribunal decision.
Notations used are abbreviations as follows:

CA – Court of Appeal
CS – Court of Session
ECJ – European Court of Justice
ECHR – European Court of Human Rights
HC – High Court
HL – House of Lords
NICA – Northern Ireland Court of Appeal
NIHC – Northern Ireland High Court

A

Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] 51
Aberdeen Steak Houses Group plc v Ibrahim [1988] 420
Adams v Derby City Council [1986] 163
Age Concern Scotland v Hines [1983] 477
Aldred v Nacanco [1987] 292 – CA
Alexander v The Home Office [1988] 190 – CA
Alex Munro (Butchers) Ltd v Nicol [1988] 49
Ali v London Borough of Southwark [1988] 100 – HC
Allen v Avon Rubber Co Ltd [1987] 22 – CA
Allen v Hammet [1982] 89
Allied Dunbar (Frank Weisinger) Ltd v Weisinger [1988] 60 – HC
Anandarajah v Lord Chancellor's Department [1984] 131
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] 429
Angus Jowett & Co (in liquidation) v NUTGW [1985] 326
Apex Leisure Hire v Barratt [1984] 224
Armagh District Council v Fair Employment Agency for Northern Ireland [1984] 234 – NICA
Arnold v Beecham Group Ltd [1982] 307
Artisan Press v Srawley and Parker [1986] 126
Ashley v Ministry of Defence [1984] 57
Association of University Teachers v University of Newcastle-upon-Tyne [1988] 10
ASTMS v Parkin [1983] 448
Atkin v Ward and Haines Watts [1983] 285
AUEW (TASS) v AUEW (Engineering Section) [1983] 108 – HC
Austin Rover Group Ltd v Amalgamated Union of Engineering Workers (TASS) [1985] 162 – HC
Aziz v Trinity Street Taxis Ltd [1988] 204 – CA and [1986] 435

B

Babar Indian Restaurant v Rawat [1985] 57
Babcock FATA Ltd v Addison [1987] 173 – CA and [1986] 388
Balgobin and Francis v London Borough of Tower Hamlets [1987] 401
Barber v Guardian Royal Exchange Assurance Group Ltd [1983] 240
Barclay v City of Glasgow District Council [1983] 313
Barratt Construction Ltd v Dalrymple [1984] 385
Barretts & Baird (Wholesale) Ltd and ors v Institution of Professional Civil Servants and ors [1987] 3 – HC
Batchelor v British Railways Board [1987] 136 – CA
Beal and ors v Beecham Group Ltd [1982] 192 – CA
Beecham Group Ltd v Beal and ors (No. 2) [1983] 317
Benton v Sanderson Kayser Ltd [1988] 235
Berriman v Delabole Slate Ltd [1985] 305 – CA and [1984] 394
Bilka-Kaufhaus GmbH v Weber von Hartz [1986] 317-ECJ
Birds Eye Wall's Ltd v Harrison [1985] 47
BL Cars and anor v Brown and ors [1983] 193
BL Cars Ltd v Lewis [1983] 58
Bliss v South East Thames Regional Health Authority [1985] 308 – CA
Blyth v Scottish Liberal Club and ors [1983] 245 – CS
Bolton Roadways Ltd v Edwards and ors [1987] 392
Bond v CAV Ltd and Neads v CAV Ltd [1983] 360 – HC
Boots Company plc v Lees-Collier [1986] 485
Bourne v Colodense Ltd [1985] 339 – CA
Boxfoldia Ltd v National Graphical Association (1982) [1988] 383 – HC
Brandon and Goold v Murphy Bros [1983] 54
Brennan v J H Dewhurst Ltd [1983] 357
Bridgen v Lancashire County Council [1987] 58 – CA
Bristow v City Petroleum Ltd [1987] 340 – HL and [1985] 459 – HC
British Airports Authority v Ashton and ors [1983] 287 – HC
British Airways Board v Clark and Havill [1982] 238
British Association of Advisers and Lecturers in Physical Education v National Union of Teachers [1986] 497 – CA
British Bakeries (Northern) Ltd v Adlington and ors [1988] 177
British Broadcasting Corporation v Beckett [1983] 43
British Coal Corporation v Cheesbrough and Secretary of State for Employment [1988] 351 – CA and [1988] 84
British Coal Corporation v McGinty [1988] 7
British Library v Palyza and Mukherjee [1984] 306
British Railways Board v Paul [1988] 20
Bromley and ors v H & J Quick Ltd [1988] 249 – CA and [1987] 456
Brook Lane Finance Co Ltd v Bradley [1988] 283
Brooks W & Son v Skinner [1984] 379
Brown v Stockton-on-Tees Borough Council [1988] 263 – HL, [1987] 230 – CA and [1986] 432
Brown and ors v Knowsley Borough Council [1986] 102
BSC Sports & Social Club v Morgan [1987] 391
Buchanan v Tilcon Ltd [1983] 417 – CS
Burdett-Coutts and ors v Hertfordshire County Council [1984] 91 – HC
Burnley Nelson Rossendale and District Textile Workers' Union v Amalgamated Textile Workers' Union [1986] 298
Burns International Security Services Ltd v Butt [1983] 438
Burton v British Railways Board [1982] 116 – ECJ
Byrne v City of Birmingham District Council [1987] 191 – CA

C

Cadoux v Central Regional Council [1986] 131 – CS
Caledonian Mining Co Ltd v Bassett and Steel [1987] 165
Calveley and ors v Merseyside Police [1986] 177 – CA
Canning v Niaz and McLoughlin [1983] 431
Carmichael (Procurator Fiscal) v Rosehall Engineering Works Ltd [1983] 482 – Sheriff Court and [1983] 480 – HC
Cartlidge v Chief Adjudication Officer [1986] 182 – CA
Cartwright v G Clancey Ltd [1983] 355
Cawley v South Wales Electricity Board [1985] 89
Chapman and Elkin v CPS Computer Group plc [1987] 462 – CA
Cheall v Association of Professional, Executive, Clerical and Computer Staff [1983] 215 – HL, [1982] 362 – CA and [1982] 91 – HC
Cheatle v Commissioners of Inland Revenue [1982] 240 – HC
Chiu v British Aerospace plc and ors [1982] 56
Chubb Fire Security Ltd v Harper [1983] 311
Churchill v Yeates & Son t/a Yeates Catering Equipment [1983] 187
City and Hackney Health Authority v National Union of Public Employees and ors [1985] 252 – CA
Clarke and ors v Chadburn and ors [1984] 350 – HC
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] 482 – EAT and [1982] 131 – IT
Cleveland County Council v Springett and ors [1985] 131
Coales v John Wood & Co (Solicitors) [1986] 129
Coates and Venables v Modern Methods and Materials Ltd [1982] 318 – CA
Colin Johnson t/a Richard Andrew Ladies Hairstylists v Baxter [1985] 95
Colledge v Bass Mitchells & Butlers Ltd [1988] 163 – CA
Commission of European Communities v United Kingdom of Great Britain and Northern Ireland [1982] 333 – ECJ
Commission of the European Communities v United Kingdom of Great Britain and Northern Ireland [1984] 29 – ECJ
Commission for Racial Equality v Amari Plastics Ltd [1982] 252 – CA
Commission for Racial Equality v The Imperial Society of Teachers of Dancing [1983] 315
Community Task Force v Rimmer [1986] 203
Cooner v P S Doal & Sons [1988] 338
Cornelius v University College of Swansea [1987] 141 – CA
County Council of Avon v Howlett [1983] 171 – CA
County Council of Hereford and Worcester v Neale [1986] 168 – CA and [1985] 281
Courage Take Home Trade Ltd v Keys; Keys v Courage Take Home Trade Ltd [1986] 427
Courtaulds Northern Spinning Ltd v Moosa [1984] 43
Courtaulds Northern Spinning Ltd v Sibson and TGWU [1988] 305 – CA
Cowan and ors v Charlesworth and ors [1987] 278 – HC
Cowan and ors v Scargill and others [1984] 260 – HC
Cowen v Haden Carrier Ltd [1982] 225
Cox v ELG Metals Ltd [1984] 3
CPS Recruitment Ltd t/a Blackwood Associates v Bowen and Secretary of State for Employment [1982] 54
Cresswell and ors v Board of Inland Revenue [1984] 190 – HC
Crewe v Social Security Commissioner [1982] 295 – CA
Cross International v Reid and ors [1985] 387 – CA
Crosville Motor Services Ltd v Ashfield [1986] 475
Crouch v British Rail Engineering Ltd [1988] 404 – CA

D

Dabell v Vale Industrial Services (Nottingham) Ltd and ors [1988] 439 – CA
Daley v Allied Suppliers Ltd [1983] 14
Dalgleish v Kew House Farm Ltd [1982] 251 – CA
Davidson v John Calder (Publishers) Ltd and The Calder Educational Trust Ltd [1985] 97
Davies v Presbyterian Church of Wales [1986] 194 – HL
Dean v The Islamic Foundation [1982] 290 – CA
Deary (HM Inspector of Factories) v Mansion Hide Upholstery Ltd [1983] 195 – HC
Dennehy v Sealink UK Ltd [1987] 120
Department of Health and Social Security v Coy [1983] 474
Deria and ors v General Council of British Shipping (t/a Merchant Navy Establishment Administration) [1986] 108 – CA
Derrybaa Ltd t/a Le Mange Tout v Castro-Blanco [1986] 495
De Souza v The Automobile Association [1986] 103 – CA and [1985] 87
Dews v National Coal Board [1987] 330 – HL
Dietman v London Borough of Brent [1988] 299 – CA, [1987] 259 – HC and [1987] 146 – CA
Dimbleby & Sons Ltd v The National Union of Journalists [1984] 161 – HL and [1984] 67 – CA
Din v Carrington Viyella Ltd (Jersey Capwood Ltd) [1982] 281
Distillers Company (Bottling Services) Ltd v Gardner [1982] 47

Dobie v Burns International Security Services (UK) Ltd [1984] 329 – CA and [1983] 278
Dodd v British Telecom plc [1988] 16
Donelan v Kerrby Constructions Ltd and Secretary of State for Employment [1983] 191
Dowuona v John Lewis plc [1987] 310 – CA
Duke v GEC Reliance (formerly Reliance Systems) [1988] 118 – HL, [1987] 139 – CA and [1982] 347
Dunn v Pochin (Contractors) Ltd [1982] 449
Dutton & Clark Ltd v Daly [1985] 363

E

Eaton v Robert Eaton Ltd and Secretary of State for Employment [1988] 83
Electronic Data Processing Ltd v Wright [1986] 8
Elliot v Richard Stump Ltd [1987] 215
Elliott v SOGAT [1983] 3
Elsey v Smith (Procurator Fiscal) [1983] 292 – HC
Evans v Elemeta Holdings Ltd [1982] 143
Evening Standard Co Ltd v Henderson [1987] 64 – CA
Express Newspapers plc and ors v Mitchell and ors [1982] 465 – HC
Express & Star Ltd v Bunday and ors [1987] 422 – CA and [1986] 477
Express & Star Ltd and ors v NGA (1982) and anor [1986] 222 – CA and [1985] 455 – HC

F

Faccenda Chicken Ltd v Fowler and ors [1986] 69 – CA and [1984] 61 – HC
Falconer v ASLEF and NUR [1986] 331
Faust and ors v Power Packing Casemakers Ltd [1983] 117 – CA
Fenton v Stablegold Ltd (t/a Chiswick Court Hotel) [1986] 64
Ferguson v Welsh and others [1988] 112 – HL
Finnie v Top Hat Frozen Foods [1985] 365
Flack and ors v Kodak Ltd [1986] 255 – CA and [1985] 443
Ford v Warwickshire County Council [1983] 126 – HL and [1982] 246 – CA
Ford v Stakis Hotels & Inns Ltd [1988] 46
Ford Motor Co Ltd v Nawaz [1987] 163
Foreningen of Arbejdsledere i Danmark v Daddy's Dance Hall A/S [1988] 315 – ECJ
Forth Estuary Engineering Ltd v Litster and ors [1988] 289 – CS and [1986] 59
Foster and ors v British Gas plc [1988] 354 – CA
Foster v South Glamorgan Health Authority [1988] 277
Francis and ors v British Airways Engineering Overhaul Ltd [1982] 10
Freemans plc v Flynn [1984] 486
Freud v Bentalls Ltd [1982] 443

G

Gair v Bevan Harris Ltd [1983] 368 – CS
Galt (Procurator Fiscal) v Philp and ors [1984] 156 – HC
Gardiner-Hill v Roland Berger Technics Ltd [1982] 498
Garland v British Rail Engineering Ltd [1982] 111 – ECJ and [1982] 257 – HL
Gateway Hotels Ltd v Stewart and ors [1988] 287
General Medical Council v Goba [1988] 425
General of the Salvation Army v Dewsbury [1984] 222
Gibbons v Associated British Ports [1985] 376 – HC
Gibson and others v British Transport Docks Board [1982] 228
Gilbert v Kembridge Fibres Ltd [1984] 52
Gilham and ors v Kent County Council [1986] 56, [1985] 16 – CA, [1985] 18 – CA and [1983] 353
Gill and ors v Cape Contracts Ltd [1985] 499 – NIHC
Gill and Coote v El Vinos Company Ltd [1983] 206 – CA
Gloucestershire County Council v Spencer and ors [1985] 59
Goodfellow and ors v NATSOPA [1985] 3
Goricree Ltd v Jenkinson [1984] 391
Goring v British Actors Equity Association [1987] 122 – HC
Gothard v Mirror Group Newspapers Ltd [1988] 396 – CA
Graham v ABF Ltd [1986] 90
Gray v Shetland Norse Preserving Co Ltd [1985] 53
Greater Glasgow Health Board v Carey [1987] 484
Green v A & I Fraser (Wholesale Fish Merchants) Ltd [1985] 55
Green E & Son (Castings) Ltd v AUEW and AUEW [1984] 135. ASTMS and AUEW [1984] 135
Greenall Whitley plc v Carr [1985] 289
Gregory v Tudsbury Ltd [1982] 267
Grimsby Carpet Co Ltd v Bedford [1987] 438
Grootcon (UK) Ltd v Keld [1984] 302
Grundy (Teddington) Ltd v Plummer and Salt [1983] 98

H

Hadden v University of Dundee Students' Association [1985] 449
Haden Ltd v Cowen [1982] 314 – CA
Hadmor Productions Ltd and ors v Hamilton and anor [1982] 102 – HL
Hair Colour Consultants Ltd v Mena [1984] 386
Hamlet v General, Municipal, Boilermakers and Allied Trades Union [1986] 293
Hammersmith & Queen Charlotte's Special Health Authority v Cato [1987] 483
Hampson v Department of Education and Science [1988] 87
Hannan v TNT-IPEC (UK) Ltd [1986] 165
Harford v Swiftrim Ltd [1987] 360
Harris and Shepherd v Courage (Eastern) Ltd [1982] 509 – CA
Haughton v Olau Line (UK) Ltd [1986] 465 – CA
Hawley v Fieldcastle & Co Ltd [1982] 223
Hayes v Malleable Working Men's Club and Institute [1985] 367
Hayward v Cammell Laird Shipbuilders Ltd [1988] 257 – HL, [1987] 186 – CA, [1986] 287 – EAT and [1984] 463 – IT
Heasmans v Clarity Cleaning Co Ltd [1987] 286 – CA
Hempell v W H Smith & Sons Ltd [1986] 95
Henderson v Granville Tours Ltd [1982] 494
Hennessy v Craigmyle & Co Ltd and ACAS [1986] 300 – CA and [1985] 446
Henry v Ellerman City Liners Ltd [1984] 408 – CA
Highlands and Islands Development Board v MacGillivray [1986] 210 – CS
Highlands Fabricators Ltd v McLaughlin [1984] 482
Hindle Gears Ltd v McGinty and ors [1984] 477
Holden v Bradville Ltd [1985] 483
Hollier v Plysu Ltd [1983] 260 – CA
Holroyd v Gravure Cylinders Ltd [1984] 259
Home Delivery Services Ltd v Shackcloth [1984] 470
Home Office v Holmes [1984] 299
Honeyford v City of Bradford Metropolitan Council and anor [1986] 32 – CA
Hooper v British Railways Board [1988] 517 – CA
Hopkins v National Union of Seamen [1985] 157 – HC
Horcal Ltd v Gatland [1984] 288 – CA and [1983] 459 – HC
Horizon Holidays Ltd v Grassi [1987] 371
Horsey v Dyfed County Council [1982] 395
Hotson v Wisbech Conservative Club [1984] 422
Howard v National Graphical Association [1984] 489 and [1984] 250 – CA
Howarth Timber (Leeds) Ltd v Biscomb [1986] 52
Howman and Sons v Blyth [1983] 139
Hughes v Department of Health and Social Security [1985] 263 – HL and [1984] 360 – CA
Hughes v Transport and General Workers' Union [1985] 382
Hughes and ors v London Borough of Southwark [1988] 55 – HC
Hussain v New Taplow Paper Mills Ltd [1988] 167 – HL
Hyland v J H Barker (North-West) Ltd [1985] 403

I

Iceland Frozen Foods Ltd v Jones [1982] 439
Igbo v Johnson Matthey Chemicals Ltd [1986] 215 – CA and [1985] 189
Iggesund Converters Ltd v Lewis [1984] 431
ILEA v Gravett [1988] 497
Ingram v Foxon [1985] 5
Institution of Professional Civil Servants and ors v Secretary of State for Defence [1987] 373 – HC
Irani v Southampton and South-West Hampshire Health Authority [1985] 203 – HC
Ironmonger v Movefield Ltd [1988] 461
Irving and Irving v The Post Office [1987] 289 – CA
Isleworth Studios Ltd v Rickard [1988] 137 – CA
Iwanuszezak v GMBATU [1988] 219 – CA

J

Jeetle v Elster [1985] 227
Johnson & Bloy (Holdings) Ltd v Wolstenholme Rink plc and Fallon [1987] 499 – CA
Johnson v Firth (HM Inspector of Taxes) [1982] 25 – CA
Johnston v The Chief Constable of the Royal Ulster Constabulary [1986] 263 – ECJ
Joyce v Diocese of St Albans Community Project [1985] 124 – CA

K

Kearney & Trecker Marwin Ltd v Varndell and ors [1983] 335 – CA
Keir and Williams v The County Council of Hereford & Worcester [1985] 505 – CA
Kelly v Liverpool Maritime Terminals Ltd [1988] 310 – CA
Kelly v Shulman [1988] 478 – HC
Kelman v G J Oram [1983] 432
Kenneth MacRae & Co Ltd v Dawson [1984] 5
Kent Free Press v NGA [1987] 267 – HC
Keywest Club Ltd v Choudhury and ors [1988] 51
Kidd v DRG (UK) Ltd [1985] 190
Kingston v British Railways Board [1984] 146 – CA and [1982] 274
Kinzley v Minories Finance Ltd [1987] 490 – EAT
Kolfor Plant Ltd v Wright [1982] 311

L

Ladbroke Racing Ltd v Arnott and ors [1983] 154 – CS
Ladup Ltd v Barnes [1982] 7
Lafferty Construction Ltd v Duthie [1985] 487
Lamont v Fry's Metals Ltd [1985] 470 – CA and [1983] 434
Lanton Leisure Ltd v White and Gibson [1987] 119
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] 245
Lavery v Plessey Telecommunications Ltd [1983] 202 – CA and [1982] 180
Laws v Keane [1982] 500 – HC
Lawson and ors v Britfish Ltd [1988] 53
Lawton v BOC Transhield [1987] 404 – HC
Leech v Preston Borough Council [1985] 337
Les Ambassadeurs Club v Bainda [1982] 5
Leverton v Clwyd County Council [1988] 239 – CA and [1985] 197
Lewis v John Adamson & Co Ltd [1982] 233
Lewis v Motorworld Garages Ltd [1985] 465 – CA
Lewis v Surrey County Council [1987] 509 – HL and [1986] 455 – CA and [1986] 11
Lilley Construction Ltd v Dunn [1984] 483
London Borough of Barking & Dagenham v Camara [1988] 373
London Borough of Hillingdon v Commission for Racial Equality [1982] 424 – HL
London Borough of Newham v Ward [1985] 509 – CA
Longley v The National Union of Journalists and ors [1987] 109 – CA
Loosley v NUT [1988] 157 – CA
Lotus Cars Ltd v Sutcliffe and anor [1982] 381 – CA
Lucas v Norton of London Ltd [1984] 86
Lucas and ors v Laurence Scott Electromotors Ltd [1983] 61
Lynock v Cereal Packaging Ltd [1988] 510

M

McAndrew v Prestwick Circuits Ltd [1988] 514
McCarthy v British Insulated Callenders Cables plc [1985] 94
McCrea v Cullen & Davison Ltd [1988] 30 – NICA
McCrory v Magee t/a Heatwell Heating Systems [1983] 414 – NI CA
McDermid v Nash Dredging and Reclamation Co Ltd [1987] 334 – HL and [1986] 308 – CA
McGhee v Midland British Road Services Ltd; McGhee v Transport & General Workers' Union [1985] 198
McGoldrick v London Borough of Brent [1987] 67 – CA
McGovern v British Steel Corporation [1986] 411 – CA
McGrath v Rank Leisure Ltd [1985] 323
McKindley v William Hill (Scotland) Ltd [1985] 492
McKnight v Adlestones (Jewellers) Ltd [1984] 453 – NI CA
McLaren v National Coal Board [1988] 215 – CA
McLeod and ors v Hellyer Brothers Ltd and Wilson and anor v Boston Deep Sea Fisheries Ltd [1987] 232 – CA
McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] 179
MacPherson v London Borough of Lambeth [1988] 470 – HC
Machine Tool Industry Research Association v Simpson [1988] 212 – CA
Mackie v John Holt Vintners Ltd [1982] 236
Maintenance Co Ltd v Dormer [1982] 491
Mandla and anor v Lee and ors [1983] 209 – HL and [1983] 17 – CA
Manpower Ltd v Hearne [1983] 281
Marina Shipping Ltd v Laughton and Shaw [1982] 20 – CA
Marley v Forward Trust Group Ltd [1986] 369 – CA and [1986] 43
Marley Tile Co Ltd v Johnson [1982] 75
Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] 140 – ECJ, [1983] 237 and (No.2) [1988] 325
Martin v MBS Fastenings (Glynwed) Distribution Ltd [1983] 198 – CA
Martin v Yeomen Aggregates Ltd [1983] 49
Mason v Wimpey Waste Management Ltd and Secretary of State for Employment [1982] 454
Mathewson v R B Wilson Dental Laboratory Ltd [1988] 512
Maughan v NE London Magistrates' Court Committee [1985] 367
Maund v Penwith District Council [1984] 24 – CA and [1982] 399
MBS Ltd v Calo [1983] 189
MDH Ltd v Sussex [1986] 123
Mears v Safecar Security Ltd [1982] 183 – CA
Medallion Holidays Ltd v Birch [1985] 406
Meek v City of Birmingham District Council [1987] 250 – CA
Meer v London Borough of Tower Hamlets [1988] 399

Meikle v McPhail (Charleston Arms) [1983] 351
Mercury Communications Ltd v Scott-Garner and Post Office Engineering Union [1983] 494 – CA and [1983] 485 – HC
Merkur Island Shipping Corporation v Laughton and ors [1983] 218 – HL and [1983] 26 – CA
Mersey Dock & Harbour Co v Verrinder and ors [1982] 152 – HC
Messenger Newspapers Group Ltd v National Graphical Association (1982) [1984] 397 – HC
Metropolitan Borough of Solihull v National Union of Teachers [1985] 211 – HC
Midland Plastics v Till and others [1983] 9
Miles v Wakefield Metropolitan District Council [1987] 193 – HL and [1985] 108 – CA
Milestone School of English Ltd v Leakey [1982] 3
Miller v Hamworthy Engineering Ltd [1986] 461 – CA
Mining Supplies (Longwall) Ltd v Baker [1988] 417
Ministry of Defence v Crook and Irving [1982] 488 and [1982] 43
Ministry of Defence v Fair Employment Agency for Northern Ireland [1988] 151
Mirror Group Newspapers Ltd v Gunning [1986] 27 – CA and [1985] 60
Mono Pumps Ltd v Froggatt and Radford [1987] 368
Monsanto plc v Transport & General Workers' Union [1986] 406 – CA
Monterosso Shipping Co Ltd v International Transport Workers Federation [1982] 468 – CA
Moore v Duport Furniture Products Ltd and others [1982] 31 – HL
Morganite Electrical Carbon Ltd v Donne [1987] 363
Morley's of Brixton Ltd v Minott [1982] 270
Morris v London Iron and Steel Co Ltd [1987] 182 – CA
Morris v Secretary of State for Employment [1985] 297
Morton v The Chief Adjudication Officer [1988] 444 – CA
Moss and ors v McLachlan [1985] 76 – HC
Moyes v Hylton Castle Working Men's Social Club and Institute [1986] 482
Muffett S H Ltd v Head [1986] 488
Murco Petroleum Ltd v Forge [1987] 50
Murphy v Epsom College [1984] 271 – CA and [1983] 395
Murphy and ors v Bord Telecom Eireann [1988] 267 – ECJ
Murray MacKinnon v Forno [1983] 7

N

National Coal Board v Cheesbrough and Secretary of State for Employment [1988] 84 [1988] 351 – CA and National Coal Board v National Union of Mineworkers and ors [1986] 439 – HC
National Graphical Association v Howard [1983] 440, [1983] 442 and [1983] 445
National Society of Operative Printers, Graphical and Media Personnel v Kirkham [1983] 70
Naylor and ors v Orton & Smith Ltd and M D Tweddell Engineering Ltd [1983] 233
Neale and ors v Ford Motor Co Ltd [1984] 339
Nethermere (St Neots) Ltd v Taverna and Gardiner [1984] 240 – CA and [1983] 103
News Group Newspapers Ltd and ors v SOGAT '82 [1986] 227 – CA
News Group Newspapers Ltd and ors v SOGAT '82 and ors [1986] 337 – HC
Newstead v Department of Transport and HM Treasury [1988] 66 – ECJ and [1985] 299
New York City Employees' Retirement System v American Brands Inc [1986] 239 – US District Court
Norbrook Laboratories Ltd v King [1984] 200 – NICA and [1982] 456 – NIHC
Noone v North West Thames Regional Health Authority [1988] 195 – CA, [1987] 357 and No.2 [1988] 530 – CA
Norris v Southampton City Council [1982] 141
North Yorkshire County Council v Fay [1985] 247 – CA
Norwest Holst Group Administration Ltd v Harrison [1985] 240 – CA and [1984] 419
Notcutt v Universal Equipment Co (London) Ltd [1986] 218 – CA
Nova Plastics Ltd v Froggatt [1982] 146

O

Oakley v The Labour Party [1988] 34 – CA and [1987] 79
O'Keefe v Southampton City Council [1988] 424
O'Kelly and ors v Trusthouse Forte plc [1983] 369 – CA
Oliver v J P Malnick & Co [1983] 456
Orphanos v Queen Mary College [1985] 349 – HL
Osborne v Bill Taylor of Huyton Ltd [1982] 17 – HC
Ojutiku and Oburoni v Manpower Services Commission [1982] 418 – CA
Owen & Briggs v James [1982] 502 – CA

P

Palmer and Saunders v Southend-on-Sea Borough Council [1984] 119 – CA
Paul v National and Local Government Officers' Association [1987] 43 – CO
Paul and Fraser v NALGO [1987] 413 – HC
Payne v Spook Erection Ltd [1984] 219
Pearse v City of Bradford Metropolitan Council [1988] 379 – HC
Perera v The Civil Service Commission and The Department of Customs and Excise [1983] 166 – CA and [1982] 147
Peter Simper & Co Ltd v Cooke [1986] 19
Pickstone and ors v Freemans plc [1988] 357 – HL, [1987] 218 – CA and [1986] 335
Pink v White and White & Co (Earls Barton) Ltd [1985] 489
Plessey Co plc v Wilson and ors [1982] 198 – CS
Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] 503 – HL and [1987] 13 – CA
Poparm Ltd v Weekes [1984] 388
Powell v London Borough of Brent [1987] 466 – CA
Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] 471
Presho v The Department of Health and Social Security (Insurance Officer) [1984] 74 – HL and [1983] 295 – CA
President of the Methodist Conference v Parfitt [1984] 141 – CA
Prestige Group plc In Re [1984] 166 – HL and [1983] 408 – HC
Pritchett and Dyjasek v J McIntyre Ltd [1987] 18 – CA and [1986] 97
Property Guards Ltd v Taylor and anor [1982] 175

Q

Quinnen v Hovells [1984] 227

R

R v AI Industrial Products plc [1987] 296 – CA
R v Birmingham City Council ex parte EOC [1988] 430 – CA and [1988] 96 – HC
R v British Broadcasting Corporation ex parte Lavelle [1982] 404 – HC
R v Central Arbitration Committee ex parte BTP Tioxide Ltd [1982] 60
R v Central Arbitration Committee ex parte The Banking Insurance and Finance Union [1982] 505 – CA and [1982] 12 – HC
R v The Certification Officer ex parte The Amalgamated Union of Engineering Workers (Engineering Section) and ors [1983] 113 – CA and [1982] 67
R v The Chief Constable of South Wales ex parte Thornhill [1987] 313 – CA
R v Commission for Racial Equality ex parte Westminster City Council [1985] 426 – CA and [1984] 230 – HC
R v East Berkshire Health Authority ex parte Walsh [1984] 278 – CA
R v Hertfordshire County Council ex parte National Union of Public Employees and ors and R v East Sussex County Council ex parte National Union of Public Employees and ors [1985] 258 – CA
R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] 501 – HC
R v London Borough of Ealing and ors ex parte Times Newspapers Ltd and ors [1987] 129 – HC
R v The Mansfield Justices ex parte Sharkey and ors [1984] 496 – HC
R v Mara [1987] 154 – CA
R v Secretary of State for Education ex parte Schaffter [1987] 53 – HC
R v The Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and anor [1985] 28 – HL, [1984] 353 – CA and [1984] 309 – HC
R v The Secretary of State for the Home Department ex parte Benwell [1985] 6 – HC
R v Secretary of State for Social Services and ors ex parte Clarke and ors [1988] 22 – HC
Rainey v Greater Glasgow Health Board Eastern District [1987] 26 – HL and [1985] 414 – CS and [1984] 88
Rank Xerox Ltd v Churchill and others [1988] 280
Rath v Cruden Construction Ltd [1982] 9
Raval v Department of Health and Social Security and The Civil Service Commission [1985] 370
Read v Phoenix Preservation Ltd [1985] 93
Richard Read (Transport) Ltd v National Union of Mineworkers (South Wales Area) and George M Read Ltd v National Union of Mineworkers (South Wales Area) [1985] 67 – HC
Reed Packaging Ltd v Boozer and anor [1988] 333
Reiss Engineering Co Ltd v Harris [1985] 232 – HC
Rex Stewart Jeffries Parker Ginsberg Ltd v Parker and anor [1988] 483 – CA
Richmond Precision Engineering Ltd v Pearce [1985] 179
Ridgway and Fairbrother v National Coal Board [1987] 80 – CA and [1986] 379
Rigby v Ferodo Ltd [1987] 516 – HL and [1987] 61 – CA
Riley (formerly Rees) v Joseph Frisby Ltd [1982] 479
Roadchef Ltd v Hastings [1988] 142
Roberts v Tate & Lyle Industries Ltd [1986] 150 – ECJ and [1983] 240
Robertson and Jackson v British Gas Corporation [1983] 302 – CA
Robinson v Carrickfergus Borough Council [1983] 122 – NICA
Roger Bullivant Ltd and ors v Ellis and ors [1987] 491 – CA
Roger and ors v Vosper Thornycroft (UK) Ltd [1988] 229
Rolls-Royce Motors Ltd v Dewhurst and ors [1985] 184
Rolls-Royce plc v Doughty [1987] 447
Rowe v Radio Rentals Ltd [1982] 177
Royal Ordnance plc v Pilkington [1988] 466
Royal Society for the Prevention of Cruelty to Animals v Cruden [1986] 83
Royal Society for the Protection of Birds v Croucher [1984] 425
Royle v Trafford Borough Council [1984] 184 – HC
Rummler v Dato-Druck GmbH [1987] 32 – ECJ

S

Sadler v Imperial Life Assurance Co of Canada Ltd [1988] 388 – HC
Saeed v Greater London Council (ILEA) [1986] 23 – HC
Sakals v United Counties Omnibus Co Ltd [1984] 474
Saunders v Bakers Food & Allied Workers' Union [1986] 16
Savoia v Chiltern Herb Farms Ltd [1982] 166 – CA
Scott and others v Coalite Fuels and Chemicals Ltd [1988] 131
Scottish & Newcastle Breweries plc v Halliday [1986] 291
Secretary of State for Employment v Anchor Hotel (Kippford) Ltd [1985] 452
Secretary of State for Employment v Cheltenham Computer Bureau [1985] 333
Secretary of State for Employment v Cohen and Beaupress Ltd [1987] 169
Secretary of State for Employment v Cox [1984] 437
Secretary of State for Employment v Crane [1988] 238
Secretary of State for Employment v Deary and ors and Cambridgeshire County Council [1984] 180
Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] 11
Secretary of State for Employment v Spence and ors [1986] 248 – CA
Secretary of State for Scotland v Meikle [1986] 208
Secretary of State for Trade v Douglas [1983] 63
Select Managements Ltd v Westminster City Council [1985] 344 – CA
Seymour v British Airways Board [1983] 55
Shepherd F C & Co Ltd v Jerrom [1986] 358 – CA and [1985] 275
Shipping Company Uniform Inc v International Transport Workers' Federation and ors [1985] 71 – HC
Shook v London Borough of Ealing [1986] 46
Shove v Downs Surgical plc [1984] 17 – HC
Showboat Entertainment Centre Ltd v Owens [1984] 7
Siggs & Chapman (Contractors) Ltd v Knight [1984] 83
Sillars v Charringtons Fuels Ltd [1988] 180
Sillifant v Powell Duffryn Timber Ltd [1983] 91
Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] 391 – HC
Simon v Brimham Associates [1987] 307 – CA
Simpson A & Son (Motors) v Reid and Findlater [1983] 401
Sisley v Britannia Security Systems Ltd [1983] 404
SI (Systems & Instruments) Ltd v Grist and Riley [1983] 391
Slack v Greenham (Plant Hire) Ltd [1983] 271
Smith v City of Glasgow District Council [1987] 326 – HL and [1985] 79 – CS
Smith v Scot Bowyers Ltd [1986] 315 – CA
Smith v Stages and Darlington Insulation Co Ltd [1988] 107 – CA
Smiths Industries Aerospaces & Defence Systems Ltd v Brookes [1986] 434
Snaith in Re [1982] 157 – NIHC
Snowball v Gardner Merchant Ltd [1987] 397
South West Launderettes Ltd v Laidler [1986] 305 – CA and [1986] 68
Spencer and Griffin v Gloucestershire County Council [1985] 393 – CA
Spencer v Marchington [1988] 392 – HC
Spook Erection Ltd v Thackray [1984] 116 – CS
Stacey v Babcock Power Ltd [1986] 3
Staffordshire County Council v Secretary of State for Employment [1988] 3
Stapp v The Shaftesbury Society [1982] 326 – CA
Stein v Associated Dairies Ltd [1982] 447
Stern J & J v Simpson [1983] 52

Strathclyde Regional Council v Neil [1984] 14 and [1984] 11 – Sheriff Court
Strathclyde Regional Council v Porcelli [1986] 134 – CS and [1984] 467
Strudwick v IBL [1988] 457
Stubbes v Trower, Still and Keeling [1987] 321 – CA
Suffolk County Council v Secretary of State for the Environment and Alcock [1985] 24 – HL
Suflex Ltd v Thomas and ors [1987] 435
Sun Printers Ltd v Westminster Press Ltd and anor [1982] 292 – CA
Swaine v Health and Safety Executive [1986] 205
Swainston v Hetton Victory Club Ltd [1983] 164 – CA
Sybron Corporation and anor v Rochem Ltd and ors [1983] 253 – CA

T
Tadd v Eastwood and Daily Telegraph Ltd [1985] 119 – CA and [1983] 320 – HC
Taylor v Co-operative Retail Services Ltd [1982] 354 – CA
Taylor and ors v National Union of Mineworkers (Derbyshire Area) and ors [1985] 99 – HC, [1985] 65 – HC and [1984] 440 – HC
Taylor and Foulstone v National Union of Mineworkers (Yorkshire Area) and National Union of Mineworkers [1984] 445 – HC
Tayside Regional Council v McIntosh [1982] 272
TBA Industrial Products Ltd v Locke [1984] 48
TBA Industrial Products Ltd v Morland [1982] 331 – CA
Tejani v The Superintendent Registrar for the District of Peterborough [1986] 502 – CA
Therm A Stor Ltd v Atkins and ors [1983] 78 – CA
Thomas and ors v National Coal Board and Barker v National Coal Board [1987] 451
Thomas and ors v National Union of Mineworkers (South Wales Area) and ors [1985] 136 – HC
Thomas Scott & Sons (Bakers) Ltd v Allen and ors [1983] 329 – CA and [1983] 66
Thomson v Alloa Motor Company Ltd [1983] 403
Thompson v ASDA MFI Group plc [1988] 340 – HC
Thompson, Gray and Nicholson v Smiths Shiprepairers (North Shields) Ltd; Blacklock and Waggott v Swan Hunter Shipbuilders Ltd; Mitchell v Vickers Armstrong Ltd and Swan Hunter Shipbuilders Ltd [1984] 93 – HC
Thompson v T Lohan (Plant Hire) Ltd and J W Hurdiss Ltd [1987] 148 – CA
Tilgate Pallets Ltd v Barras and ors [1983] 231
Tower Hamlets Health Authority v Anthony [1988] 331
Tracey v Zest Equipment Co Ltd [1982] 268
Transport & General Workers' Union v Ledbury Preserves (1928) Ltd [1986] 492 and [1985] 412
Trimble v Supertravel Ltd [1982] 451
Trusthouse Forte (Catering) Ltd v Adonis [1984] 382
Turner v The Labour Party and The Labour Party Superannuation Society [1987] 101 – CA

U
Universe Tankships Inc of Monrovia v International Transport Workers' Federation and ors [1982] 200 – HL
University of Liverpool v Humber and Birch [1985] 165 – CA and [1984] 54

V
Vosper Thornycroft (UK) Ltd v TGWU and GMBATU [1988] 232

W
Wadham Stringer Commercials (London) Ltd and Wadham Stringer Vehicles Ltd v Brown [1983] 46
Wadley v Eager Electrical Ltd [1986] 93
Waite v Government Communications Headquarters [1983] 341 – HL and [1983] 161 – CA
Warrilow v Robert Walker Ltd [1984] 304
Watches of Switzerland Ltd v Savell [1983] 141 – HC
West Midland Co-operative Society Ltd v Tipton [1986]
West v Kneels [1986] 430
West Bromwich Building Society v Townsend [1983] 112 – HL, [1985] 116 – CA and [1983] 276
West Midlands Passenger Transport Executive v Singh [1988] 186 – CA and [1987] 351
Westwood v Secretary of State for Employment [1984] 209 – HL, [1983] 419 – CA and [1982] 350
Wheeler v Patel and J Golding Group of Companies [1987] 211
Whitbread and Co plc v Mills [1988] 501
Whitbread and Co plc v Thomas and ors [1988] 43
White v Holbrook Precision Castings [1985] 215 – CA
Whittle v Manpower Services Commission [1987] 441 – CA
Wicks v Firth (HM Inspector of Taxes) and Johnson v Firth (HM Inspector of Taxes) [1983] 80 – HL and [1982] 25 – CA
Wignall v British Gas Corporation [1984] 493
Wileman v Minilec Engineering Ltd [1988] 144
Willcox and anor v Hastings and anor [1987] 298 – CA
William Muir (Bond 9) Ltd v Lamb [1985] 95
Williams and ors v Compair Maxam [1982] 83
Williams v National Theatre Board Ltd [1982] 377 – CA
Wiluszynski v London Borough of Tower Hamlets [1988] 154 – HC
Wass W & J Ltd v Binns [1982] 283 – CA
Woodcock and ors v The Committee for the Time Being of the Friends School, Wigton and Genwise Ltd [1987] 98 – CA and [1986] 490
Woods v W M Car Services (Peterborough) Ltd [1982] 413 – CA
Worringham and Humphreys Ltd v Lloyds Bank Ltd [1982] 74 – CA

Y
Young and others v The United Kingdom [1983] 35 – ECHR

Cumulative Case Index

100 CONTRACTS OF EMPLOYMENT

101 Meaning of "employee"

Eaton v Robert Eaton Ltd and Secretary of State for Employment [1988] IRLR 83

Ironmonger v Movefield Ltd [1988] IRLR 461

McLeod and others v Hellyer Brothers Ltd and Wilson and another v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 – CA

Davies v Presbyterian Church of Wales [1986] IRLR 194 – HL

Miles v Wakefield Metropolitan District Council [1985] IRLR 108 – CA

Hyland v J H Barker (North-West) Ltd [1985] IRLR 403

President of the Methodist Conference v Parfitt [1984] IRLR 141 – CA

Nethermere (St Neots) Ltd v Taverna and Gardiner [1984] IRLR 240 – CA and [1983] IRLR 103

Daley v Allied Suppliers Ltd [1983] IRLR 14

O'Kelly and others v Trusthouse Forte plc [1983] IRLR 369 – CA

Oliver v J P Malnick & Co [1983] IRLR 456

110 Written particulars

Mears v Safecar Security Ltd [1982] IRLR 183 – CA

110.1 Written particulars – Legal effect

Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382

Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – CA

111.9 Written particulars – Items to be specified – Sick pay

Howman & Son v Blyth [1983] IRLR 139

Mears v Safecar Security Ltd [1982] IRLR 183 – CA

120 Terms of employment

Stubbes v Trower, Still & Keeling [1987] IRLR 321 – CA

Cadoux v Central Regional Council [1986] IRLR 131 – CS

R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and others [1985] IRLR 28 – HL, [1984] IRLR 353 – CA and [1984] IRLR 309 – HC

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

Strathclyde Regional Council v Neil [1984] IRLR 14 and 11

Sybron Corporation and another v Rochem Ltd and others [1983] IRLR 253 – CA

Horcal Ltd v Gatland [1983] IRLR 459 – HC

Tayside Regional Council v McIntosh [1982] IRLR 272

Riley v Joseph Frisby Ltd [1982] IRLR 479

120.1 Terms of employment – Restrictive covenant

Allied Dunbar (Frank Weisinger) Ltd v Weisinger [1988] IRLR 60 – HC

Sadler v Imperial Life Assurance Co of Canada Ltd [1988] IRLR 388 – HC

Spencer v Marchington [1988] IRLR 392 – HC

Rex Stewart Jeffries Parker Ginsberg Ltd v Parker and another [1988] IRLR 483 – CA

Evening Standard Co Ltd v Henderson [1987] IRLR 64 – CA

Roger Bullivant Ltd and others v Ellis and others [1987] IRLR 491 – CA

Marley Tile Co Ltd v Johnson [1982] IRLR 75 – CA

120.2 Terms of employment – Secrecy agreement

Faccenda Chicken Ltd v Fowler and others [1986] IRLR 69 – CA and [1984] IRLR 61 – HC

Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – NICA and [1982] IRLR 456 – NI HC

120.5 Terms of employment – Duration

Dalgleish v Kew House Farm Ltd [1982] IRLR 251 – CA

121 Terms of employment – Job grading/title

Bridgen v Lancashire County Council [1987] IRLR 58 – CA

122 Terms of employment – Job duties

MacPherson v London Borough of Lambeth [1988] IRLR 470 – HC

Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 – HC

Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC

Cresswell and others v Board of Inland Revenue [1984] IRLR 190 – HC

123 Terms of employment – Place of employment

Rank Xerox Ltd v Churchill and others [1988] IRLR 280

Courtaulds Northern Spinning Ltd v Sibson and TGWU [1988] IRLR 305 – CA

McAndrew v Prestwick Circuits Ltd [1988] IRLR 514

124 Terms of employment – Pay

Cooner v P S Doal & Sons [1988] IRLR 338

Murco Petroleum Ltd v Forge [1987] IRLR 50

Rigby v Ferodo Ltd [1987] IRLR 61 – CA

Miles v Wakefield Metropolitan District Council [1987] IRLR 193 – HL and [1985] IRLR 108 – CA

Kinzley v Minories Finance Ltd [1987] IRLR 490

Miller v Hamworthy Engineering Ltd [1986] IRLR 465 – CA

R v Hertfordshire County Council ex parte National Union of Public Employees and others and R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA

Gibbons v Associated British Ports [1985] IRLR 376 – HC

R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC

Burdett-Coutts and others v Hertfordshire County Council [1984] IRLR 91 – HC

Donelan v Kerrby Constructions Ltd and Secretary of State for Employment [1983] IRLR 191

124.2 Terms of employment – Pay – Bonus scheme

Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC

124.3 Terms of employment – Pay – Motor allowance

Keir and Williams v The County Council of Hereford & Worcester [1985] IRLR 505 – CA

125 Terms of employment – Hours of work

Lewis v Surrey County Council [1987] IRLR 509 – HL, [1986] IRLR 455 – CA and [1986] IRLR 11

Suffolk County Council v Secretary of State for the Environment and Alcock [1985] IRLR 24 – HL

Secretary of State for Employment v Deary and others and Cambridgeshire County Council [1984] IRLR 180

Lotus Cars Ltd v Sutcliffe and Stratton [1982] IRLR 381 – CA

125.1 Terms of employment – Hours of work – Overtime

Evans v Elemeta Holdings [1982] IRLR 143

127 Terms of employment – Notice

Staffordshire County Council v Secretary of State for Employment [1988] IRLR 3

Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 – HC

Evening Standard Co Ltd v Henderson [1987] IRLR 64 – CA

Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC

Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC

127.2 Terms of employment – Notice – Payment in lieu

Gothard v Mirror Group Newspapers Ltd [1988] IRLR 396 – CA

Rex Stewart Jeffries Parker Ginsberg Ltd v Parker and another [1988] IRLR 483 – CA

129 Terms of employment – Sick pay/sick leave

Hooper v British Railways Board [1988] IRLR 517 – CA

Notcutt v Universal Equipment Co (London) Ltd [1986] IRLR 218 – CA

Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434

Howman & Son v Blyth [1983] IRLR 139

Mears v Safecar Security Ltd [1982] IRLR 183 – CA

130 Terms of employment – Pension rights/retirement

Gothard v Mirror Group Newspapers Ltd [1988] IRLR 396 – CA

Swaine v Health and Safety Executive [1986] IRLR 205

Highlands & Islands Development Board v MacGillivray [1986] IRLR 210 – CS

Waite v Government Communications Headquarters [1983] IRLR 341 – HL and [1983] IRLR 161 – CA

DHSS v Coy [1983] IRLR 474

Age Concern Scotland v Hines [1983] IRLR 477

131 Terms of employment – Duty of fidelity

Roger Bullivant Ltd and others v Ellis and others [1987] IRLR 491 – CA

Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 – CA

Faccenda Chicken Ltd v Fowler and others [1986] IRLR 69 – CA

Nova Plastics Ltd v Froggatt [1982] IRLR 146

132 Terms of employment – Director's fiduciary duty

Horcal Ltd v Gatland [1984] IRLR 288 – CA and [1983] IRLR 459 – HC

The Maintenance Co Ltd v Dormer [1982] IRLR 491

133 Terms of employment – Duty to take reasonable care

Dutton & Clark Ltd v Daly [1985] IRLR 363

134 Terms of employment – Duty of mutual trust and confidence

Wadley v Eager Electrical Ltd [1986] IRLR 93

Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA

136 Terms of employment – Lay off

Miller v Hamworthy Engineering Ltd [1986] IRLR 461 – CA

Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5

Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC

137 Terms of employment – Appeals procedure

Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 – CA

Snaith in re [1982] IRLR 157 – NIHC

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

138 Terms of employment – Disputes procedure

Tadd v Eastwood and Daily Telegraph Ltd [1985] IRLR 119 – CA and [1983] IRLR 320 – HC

Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC

139 Terms of employment – Disciplinary procedure

Ali v London Borough of Southwark [1988] IRLR 100 – HC

Dietman v London Borough of Brent [1988] IRLR 299 – CA and [1987] IRLR 259 – HC

McGoldrick v London Borough of Brent [1987] IRLR 67 – CA

Batchelor v British Railways Board [1987] IRLR 136 – CA

R v The Chief Constable of South Wales ex parte Thornhill [1987] IRLR 313 – CA

Saeed v Greater London Council (Inner London Education Authority) [1986] IRLR 23 – HC

Honeyford v City of Bradford Metropolitan Council and anor [1986] IRLR 32 – CA

Calveley and others v Merseyside Police [1986] IRLR 177 – CA

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

150.2 Employment-related torts – Conspiracy

Faccenda Chicken Ltd v Fowler and others [1984] IRLR 61 – HC

160 Effect of collective agreement

Marley v Forward Trust Group Ltd [1986] IRLR 369 – CA and [1986] IRLR 43

Cadoux v Central Regional Council [1986] IRLR 131 – CS

NCB v NUM and others [1986] IRLR 439 – HC

Miller v Hamworthy Engineering Ltd [1986] IRLR 461 – CA

Tadd v Eastwood and Daily Telegraph Ltd [1985] IRLR 119 – CA and [1983] IRLR 320 – HC

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

Gibbons v Associated British Ports [1985] IRLR 376 – HC

Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – HC

Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC

169 Effect of Wages Council Order

Cooner v P S Doal & Sons [1988] IRLR 338

170 Termination

R v The Chief Constable of South Wales ex parte Thornhill [1987] IRLR 313 – CA

R v Secretary of State for the Home Department ex parte Benwell [1985] IRLR 6 – HC

R v Hertfordshire County Council ex parte National Union of Public Employees and others and R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA

R v East Berkshire Health Authority [1984] IRLR 278 – CA

Blyth v The Scottish Liberal Club and others [1983] IRLR 245 – CS

Dalgleish v Kew House Farm Ltd [1982] IRLR 251 – CA

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

171 Termination – Wrongful dismissal

Dietman v London Borough of Brent [1988] IRLR 299 – CA and [1987] IRLR 259 – HC

BSC Sports & Social Club v Morgan [1987] IRLR 391

Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC

Westwood v Secretary of State for Employment [1984]

IRLR 209 – HL

174 Termination – Employer repudiation/constructive dismissal

Spencer v Marchington [1988] IRLR 392 – HC

175 Termination – Frustration

Notcutt v Universal Equipment Co (London) Ltd [1986] IRLR 218 – CA

Norris v Southampton City Council [1982] IRLR 141

179 Breach of contract

Hughes and others v London Borough of Southwark [1988] IRLR 55 – HC

Ali v London Borough of Southwark [1988] IRLR 100 – HC

Wiluszynski v London Borough of Tower Hamlets [1988] IRLR 154 – HC

Evening Standard Co Ltd v Henderson [1987] IRLR 64 – CA

Batchelor v British Railways Board [1987] IRLR 136 – CA

Stubbes v Trower, Still & Keeling [1987] IRLR 321 – CA

Chapman and Elkin v CPS Computer Group Ltd [1987] IRLR 462 – CA

Rigby v Ferodo Ltd [1987] IRLR 516 – HL and [1987] IRLR 61 – CA

Shook v London Borough of Ealing [1986] IRLR 46

Faccenda Chicken Ltd v Fowler and others [1986] IRLR 69 – CA

Cadoux v Central Regional Council [1986] IRLR 131 – CS

Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 – HC

Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA

Gibbons v Associated British Ports [1985] IRLR 376 – HC

Gill and others v Cape Contracts Ltd [1985] IRLR 499 – NI HC

R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC

Keir and Williams v The County Council of Hereford & Worcester [1985] IRLR 505 – CA

Strathclyde Regional Council v Neil [1984] IRLR 14 and 11

Burdett-Coutts and others v Hertfordshire County Council [1984] IRLR 91 – HC

Royle v Trafford Borough Council [1984] IRLR 184 – HC

Cresswell and others v Board of Inland Revenue [1984] IRLR 190 – HC

Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – NICA and [1982] IRLR 456 – NI HC

Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382

Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – CA

Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC

Norris v Southampton City Council [1982] IRLR 141

Rowe v Radio Rentals Ltd [1982] IRLR 177

180 Continuity of employment

Sillars v Charringtons Fuels Ltd [1988] IRLR 180

Brook Lane Finance Co Ltd v Bradley [1988] IRLR 283

Dabell v Vale Industrial Services (Nottingham) Ltd and others [1988] IRLR 439 – CA

Secretary of State for Employment v Cohen and Beaupress Ltd [1987] IRLR 169

Byrne v City of Birmingham District Council [1987] IRLR 191 – CA

Lewis v Surrey County Council [1987] IRLR 509 – HL, [1986] IRLR 455 – CA and [1966] IRLR 11

South West Launderettes Ltd v Laidler [1986] IRLR 305 – CA and [1986] IRLR 68

Flack and others v Kodak Ltd [1986] IRLR 255 – CA and [1985] IRLR 443

Ingram v Foxon [1985] IRLR 5

Jeetle v Elster [1985] IRLR 227

Secretary of State for Employment v 1. Deary and others and 2. Cambridgeshire County Council [1984] IRLR 180

Hair Colour Consultants Ltd v Mena [1984] IRLR 386

Ford v Warwickshire County Council [1983] IRLR 126 – HL and [1982] IRLR 246 – CA

191 Remedies – Damages

Wiluszynski v London Borough of Tower Hamlets [1988] IRLR 154 – HC

Dietman v London Borough of Brent [1987] IRLR 259 – HC

Stubbes v Trower, Still & Keeling [1987] IRLR 321 – CA

Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 – CA

Rigby v Ferodo Ltd [1987] IRLR 516 – HL, [1987] IRLR 61 – CA

Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 – HC

Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA

Gill and others v Cape Contracts Ltd [1985] IRLR 499 – NIHC

Strathclyde Regional Council v Neil [1984] IRLR 14 and 11

Shove v Downs Surgical plc [1984] IRLR 17 – HC

Royle v Trafford Borough Council [1984] IRLR 184 – HC

Westwood v Secretary of State for Employment [1984] IRLR 209 – HL

192 Remedies – Declaration

R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and others [1985] IRLR 28 – HL, [1984] IRLR 353 – CA and [1984] IRLR 309 – HC

193 Remedies – Injunction

Hughes and others v London Borough of Southwark [1988] IRLR 55 – HC

Ali v London Borough of Southwark [1988] IRLR 100 – HC

MacPherson v London Borough of Lambeth [1988] IRLR 470 – HC

Rex Stewart Jeffries Parker Ginsberg Ltd v Parker and another [1988] IRLR 483 – CA

Evening Standard Co Ltd v Henderson [1987] IRLR 64 – CA

Dietman v London Borough of Brent [1987] IRLR 259 – HC

Powell v London Borough of Brent [1987] IRLR 466 – CA

Roger Bullivant Ltd and others v Ellis and others [1987] IRLR 491 – CA

Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 – CA

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

194 Remedies – Order of certiorari

Calveley and others v Merseyside Police [1986] IRLR 177 – CA

R v Hertfordshire County Council ex parte National Union of Public Employees and others and R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA

R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC

R v East Berkshire Health Authority [1984] IRLR 278 – CA

Snaith in Re [1982] IRLR 157 – NIHC

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

196 Remedies – Specific performance

Hughes and others v London Borough of Southwark [1988] IRLR 55 – HC

Powell v London Borough of Brent [1987] IRLR 466 – CA

Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

197 Remedies – Restitution

Horcal Ltd v Gatland [1984] IRLR 288 – CA and [1983] IRLR 459 – HC

The County Council of Avon v Howlett [1983] IRLR 171 – CA

200 UNFAIR DISMISSAL

211 Exclusions and qualifications – Meaning of "employee"

Ironmonger v Movefield Ltd [1988] IRLR 461

Davies v Presbyterian Church of Wales [1986] IRLR 194 – HL

The President of the Methodist Conference v Parfitt [1984] IRLR 141 – CA

Nethermere (St Neots) Ltd v Taverna and Gardiner [1984] IRLR 240 – CA and [1983] IRLR 103

O'Kelly and others v Trusthouse Forte plc [1983] IRLR 369 – CA

Hawley v Fieldcastle & Co Ltd [1982] IRLR 223

Tracey v Zest Equipment Co Ltd [1982] IRLR 268

212 Exclusions and qualifications – Claim in time

Ford v Stakis Hotels & Inns Ltd [1988] IRLR 46

Alex Munro (Butchers) Ltd v Nicol [1988] IRLR 49

Machine Tool Industry Research Association v Simpson [1988] IRLR 212 – CA

Batchelor v British Railways Board [1987] IRLR 136 – CA

F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275

Leech v Preston Borough Council [1985] IRLR 337

London Borough of Newham v Ward [1985] IRLR 509 – CA

Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 – CA

Swainston v Hetton Victory Club Ltd [1983] IRLR 164 – CA

Churchill v Yeates & Son Ltd [1983] IRLR 187

Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271

TBA Industrial Products Ltd v Morland [1982] IRLR 331 – CA

213 Exclusions and qualifications – Service qualification

Lanton Leisure Ltd v White and Gibson [1987] IRLR 119

Byrne v City of Birmingham District Council [1987] IRLR 191 – CA

Lewis v Surrey County Council [1987] IRLR 509 – HL, [1986] IRLR 455 – CA and [1986] IRLR 11

West v Kneels Ltd [1986] IRLR 430

Ingram v Foxon [1985] IRLR 5

Jeetle v Elster [1985] IRLR 227

Hyland v J H Barker (North-West) Ltd [1985] IRLR 403

The General of the Salvation Army v Dewsbury [1984] IRLR 222

Hair Colour Consultants Ltd v Mena [1984] IRLR 386

Ford v Warwickshire County Council [1983] IRLR 126 – HL and [1982] IRLR 246 – CA

Hawley v Fieldcastle & Co Ltd [1982] IRLR 223

Stapp v The Shaftesbury Society [1982] IRLR 326 – CA

213.3 Exclusions and qualifications – Service qualification – 20 or less employees

Strudwick v IBL [1988] IRLR 457

Harford v Swiftrim Ltd [1987] IRLR 360

South West Launderettes Ltd v Laidler [1986] IRLR 305 – CA

Cox v ELG Metals Ltd [1984] IRLR 3

Poparm Ltd v Weekes [1984] IRLR 388

214 Exclusions and qualifications – Upper age limit

Whittle v Manpower Services Commission [1987] IRLR 441

Swaine v Health and Safety Executive [1986] IRLR 205

Secretary of State for Scotland v Meikle [1986] IRLR 208

Highlands & Islands Development Board v MacGillivray [1986] IRLR 210 – CS

Hughes v DHSS, Coy v DHSS, DOE v Jarnell [1985] IRLR 263 – HL and [1983] IRLR 474 [1984] IRLR 360 – CA

Secretary of State for Trade v Douglas [1983] IRLR 63

Waite v Government Communications Headquarters [1983] IRLR 341 – HL and [1983] IRLR 161 – CA

Age Concern Scotland v Hines [1983] IRLR 477

Duke v Reliance Systems Ltd [1982] IRLR 347

215.1 Exclusions and qualifications – Excluded cases – Work ordinarily outside GB

Cox v ELG Metals Ltd [1984] IRLR 3

218 Exclusions and qualifications – Agreement precluding complaint

Hennessy v Craigmyle & Co Ltd and ACAS [1986] IRLR 300 – CA and [1985] IRLR 446

Courage Take Home Trade Ltd v Keys [1986] IRLR 427

Gilbert v Kembridge Fibres Ltd [1984] IRLR 52

Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271

The Milestone School of English Ltd v Leakey [1982] IRLR 3

Moore v Duport Furniture Products Ltd and others [1982] IRLR 31 – HL

221 Was employee dismissed? – Termination by employer

Kelly v Liverpool Maritime Terminals Ltd [1988] IRLR 310 – CA

Ironmonger v Movefield Ltd [1988] IRLR 461

Shook v London Borough of Ealing [1986] IRLR 46

Lucas v Norton of London Ltd [1984] IRLR 86

McKnight v Adlestones (Jewellers) Ltd [1984] IRLR 453 – NICA

Hindle Gears Ltd v McGinty and others [1984] IRLR 477

British Broadcasting Corporation v Beckett [1983] IRLR 43

Martin v Yeomen Aggregates Ltd [1983] IRLR 49

J & J Stern v Simpson [1983] IRLR 52

Norris v Southampton City Council [1982] IRLR 145

Tracey v Zest Equipment Co Ltd [1982] IRLR 268

Stapp v The Shaftesbury Society [1982] IRLR 326 – CA

222 Was employee dismissed? – Termination by agreement/offer of new employment

Igbo v Johnson Matthey Chemicals Ltd [1986] IRLR 215 – CA and [1985] IRLR 189

McKnight v Adlestones (Jewellers) Ltd [1984] IRLR 453 – NI CA

Tracey v Zest Equipment Co Ltd [1982] IRLR 268

223 Was employee dismissed? – Resignation/employee repudiation

F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275

Martin v MBS Fastenings (Glynwed) Distribution Ltd [1983] IRLR 198 – CA

Barclay v City of Glasgow District Council [1983] IRLR 313

224 Was employee dismissed? – Employer

repudiation/constructive dismissal
F C Shepherd & Co Ltd v Jerrom [1986] IRLR 358 – CA and [1985] IRLR 275
Cawley v South Wales Electricity Board [1985] IRLR 89
Harrison v Norwest Holst Group Administration Ltd [1985] IRLR 240 – CA
Lewis v Motorworld Garages Ltd [1985] IRLR 465 – CA
British Broadcasting Corporation v Beckett [1983] IRLR 43
Wadham Stringer Commercials (London) Ltd and Wadham Stringer Vehicles Ltd v Brown [1983] IRLR 46
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 – CA
Woods v W M Car Services (Peterborough) Ltd [1982] IRLR 413 – CA
224.1 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in status, title or grade
Harrison v Norwest Holst Group Administration Ltd [1985] IRLR 240 – CA and [1984] IRLR 419
McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179
British Broadcasting Corporation v Beckett [1983] IRLR 43
Wadham Stringer Commercials (London) Ltd and Wadham Stringer Vehicles Ltd v Brown [1983] IRLR 46
224.2 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in job content
McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179
Woods v W M Car Services (Peterborough) Ltd [1982] IRLR 413 – CA
224.3 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in pay or fringe benefits
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA
224.4 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in place of work
Courtaulds Northern Spinning Ltd v Sibson and TGWU [1988] IRLR 305 – CA
McAndrew v Prestwick Circuits Ltd [1988] IRLR 514
224.6 Was employee dismissed? – Employer repudiation/constructive dismissal – Employee's safety
Sutton & Clark Ltd v Daly [1985] IRLR 363
224.9 Was employee dismissed? – Employer repudiation/constructive dismissal – Other circumstances entitling the employee to terminate
Murco Petroleum Ltd v Forge [1987] IRLR 50
Bridgen v Lancashire County Council [1987] IRLR 58 – CA
Lewis v Motorworld Garages Ltd [1985] IRLR 465 – CA
225 Was employee dismissed? – Frustration of contract
F C Shepherd & Co Ltd v Jerrom [1986] IRLR 358 – CA and [1985] IRLR 275
Norris v Southampton City Council [1982] IRLR 141
226 Date of termination
Lanton Leisure Ltd v White and Gibson [1987] IRLR 19
Batchelor v British Railways Board [1987] IRLR 136 – CA
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL
West v Kneels Ltd [1986] IRLR 430
Leech v Preston Borough Council [1985] IRLR 337
London Borough of Newham v Ward [1985] IRLR 509 – CA
Capp v The Shaftesbury Society [1982] IRLR 326 – CA
TBA Industrial Products Ltd v Morland [1982] IRLR 31 – CA
230 Reason for dismissal
Hempell v W H Smith & Sons Ltd [1986] IRLR 95
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA
Maund v Penwith District Council [1984] IRLR 24 – CA
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 – CA
The Maintenance Co Ltd v Dormer [1982] IRLR 491
231 No reason for dismissal shown: evidence
Smith v City of Glasgow District Council [1987] IRLR 26 – HL
Shook v London Borough of Ealing [1986] IRLR 46
Adams v Derby City Council [1986] IRLR 163
Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165
Kent County Council v Gilham and others [1985] IRLR 8 – CA
Babar Indian Restaurant v Rawat [1985] IRLR 57
Maund v Penwith District Council [1984] IRLR 24 – CA and [1982] IRLR 388
Payne v Spook Erection Ltd [1984] IRLR 219
Grootcon (UK) Ltd v Keld [1984] IRLR 302
Hotson v Wisbech Conservative Club [1984] IRLR 422
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
McCrory v Magee [1983] IRLR 414 – NICA
232.1 Reason for dismissal – Capability – Skill/competence
Whitbread & Co plc v Thomas and others [1988] IRLR 43
RSPCA v Cruden [1986] IRLR 83
Gair v Bevan Harris Ltd [1983] IRLR 368 – CS
232.2 Reason for dismissal – Capability – Health
Hooper v British Railways Board [1988] IRLR 517 – CA
Ford Motor Co Ltd v Nawaz [1987] IRLR 163
Shook v London Borough of Ealing [1986] IRLR 46
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
Grootcon (UK) Ltd v Keld [1984] IRLR 302
Seymour v British Airways Board [1983] IRLR 55
Lewis v John Adamson & Co Ltd [1982] IRLR 233
233 Reason for dismissal – Qualifications
Tayside Regional Council v McIntosh [1982] IRLR 272
234 Reason for dismissal – Conduct
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Riley v Joseph Frisby Ltd [1982] IRLR 479
234.1 Reason for dismissal – Conduct – Attendance
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
234.11 Reason for dismissal – Conduct – Attendance – Lateness
Stein v Associated Dairies Ltd [1982] IRLR 447
234.15 Reason for dismissal – Conduct – Attendance – Absenteeism
Lynock v Cereal Packaging Ltd [1988] IRLR 510
234.16 Reason for dismissal – Conduct – Attendance – Refusal to work hours requested
Brandon and Goold v Murphy Bros [1983] IRLR 54
234.18 Reason for dismissal – Conduct – Attendance – Unauthorised absence
Murray MacKinnon v Forno [1983] IRLR 7
Tracey v Zest Equipment [1982] IRLR 268
234.2 Reason for dismissal – Conduct – Inadequate performance
Whitbread & Co plc v Thomas and others [1988] IRLR 43
RSPCA v Cruden [1986] IRLR 83
Smith v City of Glasgow District Council [1985] IRLR 79 – CS
Henderson v Granville Tours Ltd [1982] IRLR 494
234.32 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in job content
Woods v W M Car Services (Peterborough) Ltd [1982] IRLR 413 – CA
Trimble v Supertravel Ltd [1982] IRLR 451
234.33 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in pay
Chubb Fire Security Ltd v Harper [1983] IRLR 311
234.34 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in place of work
Chubb Fire Security Ltd v Harper [1983] IRLR 311
234.36 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to obey an order
Payne v Spook Erection Ltd [1984] IRLR 219
Lewis v John Adamson & Co Ltd [1982] IRLR 233
W & J Wass Ltd v Binns [1982] IRLR 283 – CA
234.41 Reason for dismissal – Conduct – Relationship with other employees – Violence
Gibson and ors v British Transport Docks Board [1982] IRLR 228
Kingston v British Railways Board [1982] IRLR 274
234.5 Reason for dismissal – Conduct – Relationship with people other than employees
Whitbread & Co plc v Mills [1988] IRLR 501
234.6 Reason for dismissal – Conduct – Alleged or proven criminal acts
ILEA v Gravett [1988] IRLR 497
Hollier v Plysu Ltd [1983] IRLR 260 – CA
234.61 Reason for dismissal – Conduct – Alleged or proven criminal acts – Theft
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA
234.63 Reason for dismissal – Conduct – Alleged or proven criminal acts – Offence unconnected with work
Mathewson v R B Wilson Dental Laboratory Ltd [1988] IRLR 512
234.7 Reason for dismissal – Conduct – Breach of company rules
Murray MacKinnon v Forno [1983] IRLR 7
Ladbroke Racing Ltd v Arnott and others [1983] IRLR 154 – CS
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
234.76 Reason for dismissal – Conduct – Breach of company rules – Working in competition
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
Nova Plastics Ltd v Froggatt [1982] IRLR 141
Rowe v Radio Rentals Ltd [1982] IRLR 177
234.77 Reason for dismissal – Conduct – Breach of company rules – Dishonesty
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Hotson v Wisbech Conservative Club [1984] IRLR 422
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
McCrory v Magee [1983] IRLR 414 – NI CA
Morley's of Brixton Ltd v Minott [1982] IRLR 270
The Maintenance Co Ltd v Dormer [1982] IRLR 491
234.91 Reason for dismissal – Conduct – Failure to disclose criminal conviction
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
236 Other substantial reason for dismissal
Wadley v Eager Electrical Ltd [1986] IRLR 93
Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165
Kent County Council v Gilham and others [1985] IRLR 18 – CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
Murphy v Epsom College [1984] IRLR 271 – CA and [1983] IRLR 395
Grootcon (UK) Ltd v Keld [1984] IRLR 302
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA and [1983] IRLR 278
Kelman v G J Oram [1983] IRLR 432
Evans v Elemeta Holdings [1982] IRLR 143
236.5 Other substantial reason for dismissal – Expiration of fixed-term contract
The Labour Party v Oakley [1987] IRLR 79
237 Reason for dismissal – Inadmissible reason/union membership grounds
Therm A Stor Ltd v Atkins and others [1983] IRLR 78 – CA
Maund v Penwith District Council [1982] IRLR 399
237.11 Reason for dismissal – Inadmissible reason/union membership grounds – Trade union – Membership
Artisan Press v Srawley and Parker [1986] IRLR 126
Rath v Cruden Construction Ltd [1982] IRLR 9
237.13 Reason for dismissal – Inadmissible reason/union membership grounds – Trade union – Non-membership
Crosville Motor Services Ltd v Ashfield [1986] IRLR 475
McGhee v Midland British Road Services Ltd [1985] IRLR 198
Home Delivery Services Ltd v Shackcloth [1984] IRLR 470
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474
Rath v Cruden Construction Ltd [1982] IRLR 9
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 – CA
238 Reason for dismissal – Pregnancy
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 – HL, [1987] IRLR 230 – CA and [1986] IRLR 432
Grimsby Carpet Co Ltd v Bedford [1987] IRLR 438
Lucas v Norton of London Ltd [1984] IRLR 86
239 Reason for dismissal – Transfer of undertaking
Woodcock and others v The Committee for the time being of the Friends School, Wigton and Genwise Ltd [1987] IRLR 98 – CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
239.1 Reason for dismissal – Transfer of undertaking – Whether reason connected with transfer
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
239.2 Reason for dismissal – Transfer of undertaking – Economic, technical or organisational reason
Gateway Hotels Ltd v Stewart and others [1988] IRLR 287
Wheeler v Patel and J Golding Group of Companies [1987] IRLR 211
Forth Estuary Engineering Ltd v Litster and others [1986] IRLR 59
Fenton v Stablegold Ltd [1986] IRLR 64
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA
McGrath v Rank Leisure Ltd [1985] IRLR 323
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
240 Reason for dismissal – Redundancy
Polkey v Edmond Walker (Holdings) Ltd [1987] IRLR 13 – CA
241 Reason for dismissal – Redundancy – Whether reason for dismissal was redundancy
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 – HL, [1987] IRLR 230 – CA and [1986] IRLR 432
Lamont v Fry's Metals Ltd [1985] IRLR 470 – CA
McKindley v William Hill (Scotland) Ltd [1985] IRLR 492
Maund v Penwith District Council [1984] IRLR 24 – CA and [1982] IRLR 399
241.3 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy?
Babar Indian Restaurant v Rawat [1985] IRLR 57

241.32 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy? – Diminishing work requirements
McCrea v Cullen & Davison Ltd [1988] IRLR 30 – NI CA
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Pink v White and White & Co (Earls Barton) Ltd [1985] IRLR 489
Murphy v Epsom College [1984] IRLR 271 – CA and [1983] IRLR 395
Haden Ltd v Cowen [1982] IRLR 314 – CA and [1982] IRLR 225
242 Reason for dismissal – Redundancy – Selection for redundancy
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 – HL
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Green v A & I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
A Simpson & Son (Motors) v Reid and Findlater [1983] IRLR 401
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
242.1 Reason for dismissal – Redundancy – Selection for redundancy – Circumstances applied equally to other employees holding similar positions
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – NICA
242.3 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement
Rogers and others v Vosper Thornycroft (UK) Ltd [1988] IRLR 229
Suflex Ltd v Thomas and others [1987] IRLR 435
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.31 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement – Special reasons for contravention
Suflex Ltd v Thomas and others [1987] IRLR 435
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.4 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure
Henry v Ellerman City Liners Ltd [1984] IRLR 408 – CA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.41 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure – Special reasons for contravention
Cross International v Reid and ors [1985] IRLR 387 – CA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.5 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness
B L Cars Ltd v Lewis [1983] IRLR 58
242.51 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness – Contravention of company policy
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
250 Sufficiency of reason for dismissal
Whitbread & Co plc v Mills [1988] IRLR 501
Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL
Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
Cawley v South Wales Electricity Board [1985] IRLR 89
Greenall Whitley plc v Carr [1985] IRLR 289
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 – CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
251 Sufficiency of reason for dismissal – Onus of proof
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
Smith v City of Glasgow District Council [1985] IRLR 79 – CS
Barratt Construction Ltd v Dalrymple [1984] IRLR 385
Murray MacKinnon v Forno [1983] IRLR 7
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Nova Plastics Ltd v Froggatt [1982] IRLR 146
Maund v Penwith District Council [1982] IRLR 399
252 Reasonableness in the circumstances: IR Code of Practice
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
252.11 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Fair and effective arrangements
Moyes v Hylton Castle Working Men's Social Club & Institute Ltd [1986] IRLR 482
Read v Phoenix Preservation Ltd [1985] IRLR 93
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Rowe v Radio Rentals Ltd [1982] IRLR 177
Gibson and ors v British Transport Docks Board [1982] IRLR 228
252.12 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Agreed with employee representatives
W Brooks & Son v Skinner [1984] IRLR 379
252.15 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Circumstances which can lead to penalty known
W Brooks & Son Ltd v Skinner [1984] IRLR 379
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
252.17 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to state case
McLaren v National Coal Board [1988] IRLR 215 – CA
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA and [1986] IRLR 97
Read v Phoenix Preservation Ltd [1985] IRLR 93
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
Murray MacKinnon v Forno [1983] IRLR 7
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
W & J Wass Ltd v Binns [1982] IRLR 283 – CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA
252.18 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to be represented
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
252.19 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to appeal
Tower Hamlets Health Authority v Anthony [1988] IRLR 331
Whitbread & Co plc v Mills [1988] IRLR 501
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL, [1985] IRLR 116 – CA and [1983] IRLR 276
Stein v Associated Dairies Ltd [1982] IRLR 447
252.2 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure
Whitbread & Co plc v Thomas and others [1988] IRLR 43
Whitbread & Co plc v Mills [1988] IRLR 501
RSPCA v Cruden [1986] IRLR 83
Stein v Associated Dairies Ltd [1982] IRLR 447
252.21 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure – Warnings
Tower Hamlets Health Authority v Anthony [1988] IRLR 331
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
252.22 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure – Gross misconduct: dismissal for first breach
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
253 Reasonableness in the circumstances: Conduct and capability
Whitbread & Co plc v Thomas and others [1988] IRLR 43
Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL and [1987] IRLR 13 – CA
Shook v London Borough of Ealing [1986] IRLR 46
The County Council of Hereford & Worcester v Neale [1986] IRLR 168 – CA and [1985] IRLR 281
F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275
Kingston v British Railways Board [1984] IRLR 146 – CA
Payne v Spook Erection Ltd [1984] IRLR 219
Murray MacKinnon v Forno [1983] IRLR 7
Brandon and Goold v Murphy Bros [1983] IRLR 54
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Riley v Joseph Frisby Ltd [1982] IRLR 479
The Maintenance Co Ltd v Dormer [1982] IRLR 491
253.11 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – Inquiry and investigation
Whitbread & Co plc v Thomas and others [1988] IRLR 43
ILEA v Gravett [1988] IRLR 497
Whitbread & Co plc v Mills [1988] IRLR 501
Read v Phoenix Preservation Ltd [1985] IRLR 93
Greenall Whitley plc v Carr [1985] IRLR 289
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Kingston v British Railways Board [1982] IRLR 274
W & J Wass Ltd v Binns [1982] IRLR 283 – CA
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA
253.12 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To establish validity of reason
ILEA v Gravett [1988] IRLR 497
Whitbread & Co plc v Mills [1988] IRLR 501
Smith v City of Glasgow District Council [1987] IRLR 326 – HL and [1985] IRLR 79 – CS
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Lewis v John Adamson & Co Ltd [1982] IRLR 233
253.13 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To warn of change in practice
W Brooks and Son Ltd v Skinner [1984] IRLR 379
253.17 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To inform employee of reason for dismissal
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA and [1986] IRLR 97
253.18 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To attempt to find alternative employment
Gair v Bevan Harris Ltd [1983] IRLR 368 – CS
253.3 Reasonableness in the circumstances: Conduct and capability – Penalty related to offence
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
British Broadcasting Corporation v Beckett [1983] IRLR 43
Ladbroke Racing Ltd v Arnott and others [1983] IRLR 154 – CS
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
253.4 Reasonableness in the circumstances: Conduct and capability – Injury or illness
Lynock v Cereal Packaging Ltd [1988] IRLR 510
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
Lewis v John Adamson & Co Ltd [1982] IRLR 233
253.41 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Disabled employee
Seymour v British Airways Board [1983] IRLR 55
253.42 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Compliance with sick pay procedure
Hooper v British Railways Board [1988] IRLR 517 – CA
253.43 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Warning/consultation
Hooper v British Railways Board [1988] IRLR 517 – CA
253.44 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Attempt to find alternative employment
Hooper v British Railways Board [1988] IRLR 517 – CA
Shook v London Borough of Ealing [1986] IRLR 46
253.5 Reasonableness in the circumstances: Conduct and capability – Summary dismissal
Hooper v British Railways Board [1988] IRLR 517 – CA
BSC Sports & Social Club v Morgan [1987] IRLR 391
253.53 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Dishonesty
Hotson v Wisbech Conservative Club [1984] IRLR 422
253.55 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Gross misconduct
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
Tracey v Zest Equipment Co Ltd [1982] IRLR 268
253.56 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Offence unconnected with work
Mathewson v R B Wilson Dental Laboratory Ltd [1988] IRLR 512
253.6 Reasonableness in the circumstances: Conduct

and capability – Breach of contract
Chubb Fire Security Ltd v Harper [1983] IRLR 311
254 Reasonableness in the circumstances – Redundancy
Forth Estuary Engineering Ltd v Litster and others [1988] IRLR 289 – CS and [1986] IRLR 59
Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
Rolls-Royce Motors Ltd v Dewhurst and others [1985] IRLR 184
McGrath v Rank Leisure Ltd [1985] IRLR 323
Henry v Ellerman City Liners Ltd [1984] IRLR 408 – CA
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Murphy v Epsom College [1983] IRLR 395
A Simpson & Son (Motors) v Reid and Findlater [1983] IRLR 401
Buchanan v Tilcon Ltd [1983] IRLR 417 – CS
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Cowen v Haden Ltd [1982] IRLR 225
Maund v Penwith District Council [1982] IRLR 399
254.1 Reasonableness in the circumstances – Redundancy – Attempt to find alternative employment
The Labour Party v Oakley [1987] IRLR 79
Elliott v Richard Stump Ltd [1987] IRLR 215
MDH Ltd v Sussex [1986] IRLR 123
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Barratt Construction Ltd v Dalrymple [1984] IRLR 385
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – NI CA
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
254.3 Reasonableness in the circumstances – Redundancy – Warning
Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL and [1987] IRLR 13 – CA
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Williams and others v Compair Maxam Ltd [1982] IRLR 83
254.4 Reasonableness in the circumstances – Redundancy – Consultation
Mining Supplies (Longwall) Ltd v Baker [1988] IRLR 417
Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL and [1987] IRLR 13 – CA
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
Graham v ABF Ltd [1986] IRLR 90
Holden v Bradville Ltd [1985] IRLR 483
F Lafferty Construction Ltd v Duthie [1985] IRLR 487
Pink v I. White and 2. White & Co (Earls Barton) Ltd [1985] IRLR 489
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – NICA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Freud v Bentalls Ltd [1982] IRLR 443
254.5 Reasonableness in the circumstances – Redundancy – Basis of selection
Graham v ABF Ltd [1986] IRLR 90
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Green v A & I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Babar Indian Restaurant v Rawat [1985] IRLR 57
B L Cars Ltd v Lewis [1983] IRLR 58
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 – EAT and [1982] IRLR 131 – IT
254.6 Reasonableness in the circumstances – Redundancy – Applying the selection procedure
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
Green v A & I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Rolls-Royce Motors Ltd v Dewhurst and others [1985] IRLR 184
B L Cars Ltd v Lewis [1983] IRLR 58
Williams and others v Compair Maxam Ltd [1982] IRLR 83
256 Reasonableness in the circumstances – Other substantial reason
Oakley v The Labour Party [1988] IRLR 34 – CA and [1987] IRLR 79
Wadley v Eager Electrical Ltd [1986] IRLR 93
Kent County Council v Gilham and others [1985] IRLR 18 – CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA and [1983] IRLR 278
Chubb Fire Security Ltd v Harper [1983] IRLR 311
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Kelman v G J Oram [1983] IRLR 432
Evans v Elemeta Holdings [1982] IRLR 143
257 Sufficiency of reason for dismissal – Equity and substantial merits of the case
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL
Ladbroke Racing Ltd v Arnott and others [1983] IRLR 154 – CS
Dobie v Burns International Security Services (UK) Ltd [1983] IRLR 278
259 Sufficiency of reason for dismissal – Size and administrative resources of the undertaking
Brandon and Goold v Murphy Bros [1983] IRLR 54
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Henderson v Granville Tours Ltd [1982] IRLR 494
261 Dismissal and industrial action – Strike
Bolton Roadways Ltd v Edwards and others [1987] IRLR 392
Express & Star Ltd v Bunday and others [1987] IRLR 422 – CA
Hindle Gears Ltd v McGinty and others [1984] IRLR 477
Midland Plastics v Till and others [1983] IRLR 9
262 Dismissal and industrial action – Other industrial action
Midland Plastics v Till and others [1983] IRLR 9
Faust and others v Power Packing Casemakers Ltd [1983] IRLR 117 – CA
Naylor and others v Orton & Smith and M D Tweddell Engineering Ltd [1983] IRLR 233
263 Dismissal and industrial action – Selection for dismissal
Coates and Venables v Modern Methods & Materials Ltd [1982] IRLR 318 – CA
264 Dismissal and industrial action – Selection for offer of re-engagement
Bolton Roadways Ltd v Edwards and others [1987] IRLR 392
Express & Star Ltd v Bunday and others [1986] IRLR 477
Courtaulds Northern Spinning Ltd v Moosa [1984] IRLR 43
Highlands Fabricators Ltd v McLaughlin [1984] IRLR 482
Williams and others v National Theatre Board [1982] IRLR 377 – CA
266 Dismissal and industrial action – Date of dismissal
Bolton Roadways Ltd v Edwards and others [1987] IRLR 392
Express & Star Ltd v Bunday and others [1986] IRLR 477
267 Dismissal and industrial action – Lock-out
Express & Star Ltd v Bunday and others [1987] IRLR 422 – CA and [1986] IRLR 477
272 Re-employment – Where practicable
ILEA v Gravett [1988] IRLR 497
Boots Co plc v Lees-Collier [1986] IRLR 485
Freemans plc v Flynn [1984] IRLR 486
273 Re-employment – In accordance with equity
ILEA v Gravett [1988] IRLR 497
Boots Co plc v Lees-Collier [1986] IRLR 485
274 Re-employment – Reinstatement/re-engagement
Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL
Artisan Press v Srawley and Parker [1986] IRLR 126
Lilley Construction Ltd v Dunn [1984] IRLR 483
274.6 Re-employment – Reinstatement/re-engagement – Terms
Electronic Data Processing Ltd v Wright [1986] IRLR 8
274.63 Re-employment – Reinstatement/re-engagement – Terms – Compensation – Interim loss
Electronic Data Processing Ltd v Wright [1986] IRLR 8
275 Interim relief
British Coal Corporation v McGinty [1988] IRLR 7
281 Compensation – Just and equitable in all the circumstances
Isleworth Studios Ltd v Rickard [1988] IRLR 137
Babcock FATA Ltd v Addison [1987] IRLR 173 – CA and [1986] IRLR 388
Kinzley v Minories Finance Ltd [1987] IRLR 490
Courage Take Home Trade Ltd v Keys [1986] IRLR 427
F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275
Finnie v Top Hat Frozen Foods [1985] IRLR 365
Iggesund Converters Ltd v Lewis [1984] IRLR 431
MBS Ltd v Calo [1983] IRLR 189
283 Compensation – Compensatory award
Mining Supplies (Longwall) Ltd v Baker [1988] IRLR 417
Morton v The Chief Adjudication Officer [1988] IRLR 444 – CA
Forth Estuary Engineering Ltd v Litster and others [1986] IRLR 59
Finnie v Top Hat Frozen Foods [1985] IRLR 365
Courtaulds Northern Spinning Ltd v Moosa [1984] IRLR 43
TBA Industrial Products Ltd v Locke [1984] IRLR 48
Lucas and others v Laurence Scott Electromotors Ltd [1983] IRLR 61
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – NI CA
MBS Ltd v Calo [1983] IRLR 189
Les Ambassadeurs Club v Bainda [1982] IRLR 5
Gardiner-Hill v Roland Berger Technics Ltd [1982] IRLR 498
283.1 Compensation – Compensatory award – Past loss
Gilham and others v Kent County Council [1986] IRLR 56
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
283.11 Compensation – Compensatory award – Past loss – Notice period
Isleworth Studios Ltd v Rickard [1988] IRLR 137
Babcock FATA Ltd v Addison [1987] IRLR 173 – CA
283.13 Compensation – Compensatory award – Past loss – Recoupment
Mason v Wimpey Waste Management Ltd and Secretary of State for Employment [1982] IRLR 454
283.2 Compensation – Compensatory award – Future loss
Babcock FATA Ltd v Addison [1987] IRLR 173 – CA
Morganite Electrical Carbon Ltd v Donne [1987] IRLR 363
F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275
283.22 Compensation – Compensatory award – Future loss – Long term
Holroyd v Gravure Cylinders Ltd [1984] IRLR 259
283.5 Compensation – Compensatory award – Loss of protection against unfair dismissal
S H Muffett Ltd v Head [1986] IRLR 488
283.7 Compensation – Compensatory award – Loss of pension rights
Mono Pumps Ltd v Froggatt and Radford [1987] IRLR 368
TBA Industrial Products Ltd v Locke [1984] IRLR 48
Freemans plc v Flynn [1984] IRLR 486
Manpower Ltd v Hearne [1983] IRLR 281
284 Compensation – Mitigation of loss
McAndrew v Prestwick Circuits Ltd [1988] IRLR 514
Babcock FATA Ltd v Addison [1987] IRLR 173 – CA
Morganite Electrical Carbon Ltd v Donne [1987] IRLR 363
Scottish & Newcastle Breweries plc v Halliday [1986] IRLR 291
William Muir (Bond 9) Ltd v Lamb [1985] IRLR 95
Martin v Yeomen Aggregates Ltd [1983] IRLR 49
Trimble v Supertravel Ltd [1982] IRLR 451
Gardiner-Hill v Roland Berger Technics Ltd [1982] IRLR 498
285 Compensation – Contributory fault
Whitbread & Co plc v Mills [1988] IRLR 501
Morganite Electrical Carbon Ltd v Donne [1987] IRLR 363
RSPCA v Cruden [1986] IRLR 83
Crosville Motor Services Ltd v Ashfield [1986] IRLR 475
Moyes v Hylton Castle Working Men's Social Club & Institute Ltd [1986] IRLR 482
Boots Co plc v Lees-Collier [1986] IRLR 485
F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275
Finnie v Top Hat Frozen Foods [1985] IRLR 365
Courtaulds Northern Spinning Ltd v Moosa [1984] IRLR 43
TBA Industrial Products Ltd v Locke [1984] IRLR 48
Holroyd v Gravure Cylinders Ltd [1984] IRLR 259
Warrilow v Robert Walker Ltd [1984] IRLR 304
Iggesund Converters Ltd v Lewis [1984] IRLR 431
Murray MacKinnon v Forno [1983] IRLR 7
Hollier v Plysu Ltd [1983] IRLR 260 – CA
Les Ambassadeurs Club v Bainda [1982] IRLR 5
Ladup Ltd v Barnes [1982] IRLR 7
Allen v Hammett [1982] IRLR 89
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
Gibson and ors v British Transport Docks Board [1982] IRLR 228
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Trimble v Supertravel Ltd [1982] IRLR 451
286 Compensation – Additional award
Morganite Electrical Carbon Ltd v Donne [1987] IRLR 363
Freemans plc v Flynn [1984] IRLR 486
287 Compensation – Deductions
Roadchef Ltd v Hastings [1988] IRLR 142
Babcock FATA Ltd v Addison [1987] IRLR 173 – CA

and [1986] IRLR 388
Horizon Holidays Ltd v Grassi [1987] IRLR 371
McCarthy v British Insulated Callenders Cables plc [1985] IRLR 94
Finnie v Top Hat Frozen Foods [1985] IRLR 365
TBA Industrial Products Ltd v Locke [1984] IRLR 48
MBS Ltd v Calo [1983] IRLR 189
288 Compensation – Basic award
Fenton v Stablegold Ltd [1986] IRLR 64
RSPCA v Cruden [1986] IRLR 83
Shove v Downs Surgical plc [1984] IRLR 17 – HC
Les Ambassadeurs Club v Bainda [1982] IRLR 5
289.5 Compensation – Review
Ladup Ltd v Barnes [1982] IRLR 7
289.6 Compensation – Special award
Artisan Press v Srawley and Parker [1986] IRLR 126
292 Costs
Colin Johnson v Baxter [1985] IRLR 96
Davidson v John Calder (Publishers) Ltd and The Calder Educational Trust Ltd [1985] IRLR 97
Stein v Associated Dairies Ltd [1982] IRLR 447
293 Tribunal procedure
British Coal Corporation v McGinty [1988] IRLR 7
Alex Munro (Butchers) Ltd v Nicol [1988] IRLR 49
Aberdeen Steak Houses Group plc v Ibrahim [1988] IRLR 420
O'Keefe v Southampton City Council [1988] IRLR 424
ILEA v Gravett [1988] IRLR 497
Hooper v British Railways Board [1988] IRLR 517 – CA
Dietman v London Borough of Brent and Wahlstrom v London Borough of Brent [1987] IRLR 146 – CA
Morris v London Iron and Steel Co Ltd [1987] IRLR 182 – CA
Kinzley v Minories Finance Ltd [1987] IRLR 490
Peter Simper & Co Ltd v Cooke [1986] IRLR 19
Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Hotson v Wisbech Conservative Club [1984] IRLR 422
Iggesund Converters Ltd v Lewis [1984] IRLR 431
Lilley Construction Ltd v Dunn [1984] IRLR 483
Murphy v Epsom College [1983] IRLR 395
Lamont v Fry's Metals Ltd [1983] IRLR 434
The Milestone School of English Ltd v Leakey [1982] IRLR 3
Gibson and ors v British Transport Docks Board [1982] IRLR 228
Morley's of Brixton Ltd v Minott [1982] IRLR 270
Dean v The Islamic Foundation [1982] IRLR 290 – CA
Trimble v Supertravel Ltd [1982] IRLR 451
293.5 Pre-hearing assessment
Mackie v John Holt Vintners Ltd [1982] IRLR 236
297 No waiver of rights
Igbo v Johnson Matthey Chemicals Ltd [1986] IRLR 215 – CA and [1985] IRLR 189
Moore v Duport Furniture Products Ltd and others [1982] IRLR 31 – HL
298 Discovery and further particulars
Ford Motor Co Ltd v Nawaz [1987] IRLR 163
Birds Eye Walls Ltd v Harrison [1985] IRLR 47
Dean v The Islamic Foundation [1982] IRLR 290 – CA

300 REDUNDANCY PAYMENTS
311 Exclusions and qualifications – Meaning of "employee"
Eaton v Robert Eaton Ltd and Secretary of State for Employment [1988] IRLR 83
McLeod and others v Hellyer Brothers Ltd and Wilson and another v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 – CA
313 Exclusions and qualifications – Service qualification
McLeod and others v Hellyer Brothers Ltd and Wilson and another v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 – CA
Lewis v Surrey County Council [1987] IRLR 509 – HL, [1986] IRLR 455 – CA and [1986] IRLR 11
Flack and others v Kodak Ltd [1986] IRLR 255 – CA and [1985] IRLR 443
Secretary of State for Employment v Deary and others and Cambridgeshire County Council [1984] IRLR 180
Ford v Warwickshire County Council [1983] IRLR 126 – HL and [1982] IRLR 246 – CA
320 Was employee dismissed?
Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA
321 Was employee dismissed? – Termination by employer
Scott and others v Coalite Fuels and Chemicals Ltd [1988] IRLR 131
Caledonian Mining Co Ltd v Bassett and Steel [1987] IRLR 165
McLeod and others v Hellyer Brothers Ltd and Wilson and another v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 – CA
Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA and [1984] IRLR 54
321.1 Was employee dismissed? – Termination by employer – Renewal or re-engagement
SI (Systems & Instruments) Ltd v Grist and Riley [1983] IRLR 391
321.3 Was employee dismissed? – Termination by employer – Termination of fixed-term contract
McLeod and others v Hellyer Brothers Ltd and Wilson and another v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 – CA
321.4 Was employee dismissed? – Termination by employer – Employee's notice during notice period
CPS Recruitment Ltd v Bowen and Secretary of State for Employment [1982] IRLR 54
322 Was employee dismissed? – Termination by agreement
Scott and others v Coalite Fuels and Chemicals Ltd [1988] IRLR 131
Brown and others v Knowsley Borough Council [1986] IRLR 102
Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA and [1984] IRLR 54
CPS Recruitment Ltd v Bowen and Secretary of State for Employment [1982] IRLR 54
323 Was employee dismissed? – Resignation – Employee repudiation
Scott and others v Coalite Fuels and Chemicals Ltd [1988] IRLR 131
324 Was employee dismissed? Employer repudiation/constructive dismissal
Caledonian Mining Co Ltd v Bassett and Steel [1987] IRLR 165
Marley v Forward Trust Group Ltd [1986] IRLR 43
Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5
Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] IRLR 471
326 Change in ownership of business
Dabell v Vale Industrial Services (Nottingham) Ltd and others [1988] IRLR 439 – CA
Secretary of State for Employment v Cohen and Beaupress Ltd [1987] IRLR 169
Secretary of State for Employment v Spence and others [1986] IRLR 248 – CA
Atkin v Ward and Haines Watts [1983] IRLR 285
SI (Systems & Instruments) Ltd v Grist and Riley [1983] IRLR 391
Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] IRLR 471
327 Date of termination
Staffordshire County Council v Secretary of State for Employment [1988] IRLR 3
330 Was dismissal due to redundancy?
Goricrtree Ltd v Jenkinson [1984] IRLR 391
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Canning v Niaz and McLoughlin [1983] IRLR 431
331.1 Was dismissal due to redundancy? – Onus of proof – Statutory presumption
Willcox and another v Hastings and another [1987] IRLR 298 – CA
332.3 Was dismissal due to redundancy? – Cessation of business – Place of work
Rank Xerox Ltd v Churchill and others [1988] IRLR 280
333 Was dismissal due to redundancy? – Diminishing work requirements
Association of University Teachers v University of Newcastle-upon-Tyne [1988] IRLR 10
Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
341 Offer of alternative employment – In writing
McKindley v William Hill (Scotland) Ltd [1985] IRLR 492
342 Offer of alternative employment – Suitability
Spencer and Griffin v Gloucestershire County Council [1985] IRLR 393 – CA
343 Offer of alternative employment – Reasonable refusal
Spencer and Griffin v Gloucestershire County Council [1985] IRLR 393 – CA and [1985] IRLR 59
345 Offer of alternative employment – Trial period
Benton v Sanderson Kayser Ltd [1988] IRLR 235
Elliot v Richard Stump Ltd [1987] IRLR 215
Hempell v W H Smith & Sons Ltd [1986] IRLR 95
McKindley v William Hill (Scotland) Ltd [1985] IRLR 492
350 Lay-offs
Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5
370 Calculation of payment
Secretary of State for Employment v Cheltenham Computer Bureau [1985] IRLR 333
373 Calculation of payment – Average weekly rate of remuneration
Keywest Club Ltd v Choudhury and others [1988] IRLR 51
Secretary of State for Employment v Crane [1988] IRLR 238
British Coal Corporation (formerly NCB) v Chessbrough and Secretary of State for Employment [1988] IRLR 351 – CA and [1988] IRLR 84
Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] IRLR 11
Donelan v Kerrby Construction Ltd and Secretary of State for Employment [1983] IRLR 191
375 Calculation of payment – Normal working hours
Lotus Cars Ltd v Sutcliffe and Stratton [1982] IRLR 381 – CA
378 Calculation of payment – Pension offset
Royal Ordnance plc v Pilkington [1988] IRLR 466
395 Redundancy rebates
Secretary of State for Employment v Cheltenham Computer Bureau [1985] IRLR 333
Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] IRLR 11
397 No waiver of rights
Secretary of State for Employment v Deary and others and Cambridgeshire County Council [1984] IRLR 180

400 INDIVIDUAL'S RIGHT TO TRADE UNION MEMBERSHIP AND ACTIVITIES
410 Right to trade union membership
Ridgway and Fairbrother v National Coal Board [1987] IRLR 80 – CA and [1986] IRLR 379
R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and others [1985] IRLR 28 – HL, [1984] IRLR 353 – CA and [1984] IRLR 309 – HC
411 Right to non-membership
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474
482 Remedies – Compensation
Ridgway and Fairbrother v National Coal Board [1987] IRLR 80 – CA
491 Claim in time
British Airways Board v Clark and Havill [1982] IRLR 238
492 Costs
Ridgway and Fairbrother v National Coal Board [1987] IRLR 80 – CA

500 EQUAL PAY
501 Meaning of "employment"
Quinnen v Hovells [1984] IRLR 227
511 Exclusions – Retirement or death terms or provisions
Newstead v Department of Transport and HM Treasury [1988] IRLR 66 – ECJ and [1985] IRLR 299
Worringham and Humphreys v Lloyds Bank Ltd [1982] IRLR 74 – CA
Garland v British Rail Engineering Ltd [1982] IRLR 111 – ECJ and [1982] IRLR 257 – HL
513 Exclusions – Claim in time
British Railways Board v Paul [1988] IRLR 20
520 Terms and conditions of employment less favourable
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 – HL
521 Terms and conditions of employment less favourable – Pay
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 – HL, [1987] IRLR 186 – CA and [1986] IRLR 287
525 Terms and conditions of employment less favourable – Redundancy payment
Hammersmith and Queen Charlotte's Special Health Authority v Cato [1987] IRLR 483
530 Like work
Thomas and others v NCB and Barker v NCB [1987] IRLR 451
533 Like work – Whether differences are of practical importance
Thomas and others v NCB and Barker v NCB [1987] IRLR 451
540 Work rated as equivalent
Commission of the European Communities v United Kingdom of Great Britain and NI [1982] IRLR 333 – ECJ
542 Work rated as equivalent – Job evaluation study
Bromley and others v H & J Quick Ltd [1988] IRLR 249 – CA and [1987] IRLR 456
Arnold v Beecham Group Ltd [1982] IRLR 307
545 Work of equal value – Scope of claims
Leverton v Clwyd County Council [1988] IRLR 239 – CA
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 – HL and [1987] IRLR 186 – CA
Murphy and others v Bord Telecom Eireann [1988] IRLR 267 – ECJ
Pickstone and others v Freemans plc [1988] IRLR 357 – HL, [1987] IRLR 218 – CA and [1986] IRLR 335
546 Work of equal value – Screening hearing
Reed Packaging Ltd v Boozer and another [1988] IRLR 333
Dennehy v Sealink UK Ltd [1987] IRLR 120
546.1 Work of equal value – Screening hearing – Onus of proof
Bromley and others v H & J Quick Ltd [1988] IRLR 249 – CA and [1987] IRLR 456
Neil and others v Ford Motor Co Ltd [1984] IRLR 339
546.2 Work of equal value – Screening hearing – Work previously evaluated
Bromley and others v H & J Quick Ltd [1988] IRLR

249 – CA and [1987] IRLR 456
546.3 Work of equal value – Screening hearing – Discriminatory evaluations
Bromley and others v H & J Quick Ltd [1988] IRLR 249 – CA and [1987] IRLR 456
Neil and others v Ford Motor Co Ltd [1984] IRLR 339
547 Work of equal value – Independent expert's report
Hayward v Cammell Laird Shipbuilders Ltd [1984] IRLR 463
550 Genuine material difference
R v Secretary of State for Social Services and others ex parte Clarke and others [1988] IRLR 22 – HC
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 – HL
Rainey v Greater Glasgow Health Board [1987] IRLR 26 – HL
552 Genuine material difference – Grading
Reed Packaging Ltd v Boozer and another [1988] IRLR 333
556 Genuine material difference – Personal differential
Thomas and others v NCB and Barker v NCB [1987] IRLR 451
557 Genuine material difference – Historical reasons
Rainey v Greater Glasgow Health Board [1987] IRLR 26 – HL, [1985] IRLR 414 – CS and [1984] IRLR 88
559.1 Genuine material difference – Hours of work
Leverton v Clwyd County Council [1988] IRLR 239 – CA
559.3 Genuine material difference – Market forces
Rainey v Greater Glasgow Health Board [1985] IRLR 414 – CS
561 Comparison with employees in other establishments – Common terms and conditions
Lawson and others v Britfish Ltd [1988] IRLR 53
Leverton v Clwyd County Council [1988] IRLR 239 – CA
Thomas and others v NCB and Barker v NCB [1987] IRLR 451
582 Damages – Arrears of remuneration
British Railways Board v Paul [1988] IRLR 20
593 Tribunal procedure
R v Secretary of State for Social Services and others ex parte Clarke and others [1988] IRLR 22 – HC
Reed Packaging Ltd v Boozer and another [1988] IRLR 333
Thomas and others v NCB and Barker v NCB [1987] IRLR 451
Hayward v Cammell Laird Shipbuilders Ltd [1984] IRLR 463
596 Discovery
Clwyd County Council v Leverton [1985] IRLR 197
598 Effect of European Community law
Newstead v Department of Transport and HM Treasury [1988] IRLR 66 – ECJ and [1985] IRLR 299
Leverton v Clwyd County Council [1988] IRLR 239 – CA
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 – HL, [1987] IRLR 186 – CA and [1986] IRLR 287
Murphy and others v Bord Telecom Eireann [1988] IRLR 267 – ECJ
Pickstone and others v Freemans plc [1988] IRLR 357 – HL and [1987] IRLR 218 – CA
Rainey v Greater Glasgow Health Board [1987] IRLR 26 – HL
Rummler v Dato-Druck GmbH [1987] IRLR 32 – ECJ
Hammersmith and Queen Charlotte's Special Health Authority v Cato [1987] IRLR 483
Bilka-Kaufhaus GmbH v Weber Von Hartz [1986] IRLR 317 – ECJ
Worringham and Humphreys v Lloyds Bank Ltd [1982] IRLR 74 - CA
Garland v British Rail Engineering Ltd [1982] IRLR 111 – ECJ and [1982] IRLR 257 – HL
Commission of the European Communities v United Kingdom of Great Britain and NI [1982] IRLR 333 – ECJ

600 SEX DISCRIMINATION
601 Meaning of "employee"
Mirror Group Newspapers Ltd v Gunning [1986] IRLR 27 – CA and [1985] IRLR 60
Quinnen v Hovells [1984] IRLR 227
611 Direct discrimination
R v Birmingham City Council ex parte EOC [1988] IRLR 430 – CA and [1988] IRLR 96 – HC
Strathclyde Regional Council v Porcelli [1986] IRLR 134 – CS
Newstead v Department of Transport and HM Treasury [1985] IRLR 299
Watches of Switzerland Ltd v Savell [1983] IRLR 141
Gill and Coote v El Vinos Co Ltd [1983] IRLR 206 – CA
Brennan v J H Dewhurst Ltd [1983] IRLR 357
Horsey v Dyfed County Council [1982] IRLR 395
612 Indirect discrimination
Clarke and Powell v Eley (IMI Kynoch Ltd) [1982] IRLR 131
612.1 Indirect discrimination – Requirement/condition with which fewer women can comply
R v Secretary of State for Education ex parte Schaffter [1987] IRLR 53 – HC
Greater Glasgow Health Board v Carey [1987] IRLR 484
Home Office v Holmes [1984] IRLR 299
Watches of Switzerland Ltd v Savell [1983] IRLR 141
Francis and others v British Airways Engineering Overhaul Ltd [1982] IRLR 10
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 – EAT and [1982] IRLR 131 – IT
612.15 Indirect discrimination – Requirement/condition with which fewer women can comply – Full time work
Pearse v City of Bradford Metropolitan Council [1988] IRLR 379
Kidd v DRG (UK) Ltd [1985] IRLR 190
Home Office v Holmes [1984] IRLR 299
612.2 Indirect discrimination – Whether justifiable
Rainey v Greater Glasgow Health Board [1987] IRLR 26 – HL
R v Secretary of State for Education ex parte Schaffter [1987] IRLR 53 – HC
Greater Glasgow Health Board v Carey [1987] IRLR 484
Kidd v DRG (UK) Ltd [1985] IRLR 190
Home Office v Holmes [1984] IRLR 299
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 – EAT and [1982] IRLR 131 – IT
612.3 Indirect discrimination – To detriment
Turner v The Labour Party and The Labour Party Superannuation Society [1987] IRLR 101 – CA
Home Office v Holmes [1984] IRLR 299
Watches of Switzerland Ltd v Savell [1983] IRLR 141
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 – EAT and [1982] IRLR 131 – IT
614.2 Discrimination against married persons – Indirect discrimination
Kidd v DRG (UK) Ltd [1985] IRLR 190
615 Relevant circumstances the same or not materially different
Pearse v City of Bradford Metropolitan Council [1988] IRLR 379
Kidd v DRG (UK) Ltd [1985] IRLR 190
Hayes v Malleable Working Men's Club and Institute and Maughan v North East London Magistrates' Court Committee [1985] IRLR 367
Horsey v Dyfed County Council [1982] IRLR 395
616 Victimisation
Wileman v Minilec Engineering Ltd [1988] IRLR 144
Cornelius v University College of Swansea [1987] IRLR 141 – CA
618 Sexual harassment
Wileman v Minilec Engineering Ltd [1988] IRLR 144
Cornelius v University College of Swansea [1987] IRLR 141 – CA
Snowball v Gardner Merchant Ltd [1987] IRLR 397
Balgobin and Francis v London Borough of Tower Hamlets [1987] IRLR 401
Strathclyde Regional Council v Porcelli [1986] IRLR 134 – CS and [1984] IRLR 467
622 Exclusions and exceptions – Claim in time
Foster v South Glamorgan Health Authority [1988] IRLR 277
623.1 Exclusions and exceptions – Excluded cases – Less than six employees
Commission of the European Communities v United Kingdom of Great Britain and NI [1984] IRLR 29 – ECJ
Oliver v J P Malnick & Co [1983] IRLR 456
623.2 Exclusions and exceptions – Excluded cases – Private households
Commission of the European Communities v United Kingdom of Great Britain and NI [1984] IRLR 29 – ECJ
623.3 Exclusions and exceptions – Excluded cases – Midwives
Commission of the European Communities v United Kingdom of Great Britain and NI [1984] IRLR 29 – ECJ
623.4 Exclusions and exceptions – Excluded cases – Work ordinarily outside GB
Haughton v Olau Line (UK) Ltd [1986] IRLR 465 – CA
625 Exclusions and exceptions – Retirement or death provisions
Newstead v Department of Transport and HM Treasury [1988] IRLR 66 – ECJ, [1985] IRLR 299
Duke v GEC Reliance (formerly Reliance Systems Ltd) [1988] IRLR 118 – HL and [1987] IRLR 139 – CA
Foster and others v British Gas plc [1988] IRLR 354 – CA
Rolls Royce plc v Doughty [1987] IRLR 447
Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] IRLR 140 – ECJ and [1983] IRLR 237
Roberts v Tate & Lyle Industries Ltd [1986] IRLR 150 – ECJ
Barber v Guardian Royal Exchange Assurance Group and Roberts v Tate & Lyle Food & Distribution [1983] IRLR 240
Garland v British Rail Engineering Ltd [1982] IRLR 111 – ECJ and [1982] IRLR 257 – HL
Burton v British Railways Board [1982] IRLR 116 – ECJ
626.2 Exclusions and exceptions – Genuine occupational qualifications – Decency or privacy
Sisley v Britannia Security Systems Ltd [1983] IRLR 404
626.3 Exclusions and exceptions – Genuine occupational qualifications – Employee lives on premises
Sisley v Britannia Security Systems Ltd [1983] IRLR 404
627 Exclusions and exceptions – National security etc
Johnston v The Chief Constable of the Royal Ulster Constabulary [1986] IRLR 263 – ECJ
631 Discrimination by employers – Selection arrangements
Brennan v J H Dewhurst Ltd [1983] IRLR 357
634 Discrimination by employers – Promotion, transfer or training
Watches of Switzerland Ltd v Savell [1983] IRLR 141
Francis and others v British Airways Engineering Overhaul Ltd [1982] IRLR 10
636 Discrimination by employers – Dismissal
Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] IRLR 140 – ECJ
Roberts v Tate & Lyle Industries Ltd [1986] IRLR 150 – ECJ
Hayes v Malleable Working Men's Club and Institute and Maughan v North East London Magistrates' Court Committee [1985] IRLR 367
Clarke and Powell v Eley (IMI) Kynoch Ltd [1982] IRLR 131
637 Discrimination by employers – Other detriments
Balgobin and Francis v London Borough of Tower Hamlets [1987] IRLR 401
De Souza v The Automobile Association [1986] IRLR 103 – CA
Strathclyde Regional Council v Porcelli [1986] IRLR 134 – CS and [1984] IRLR 467
Home Office v Holmes [1984] IRLR 299
645 Liability of employers and principals
Balgobin and Francis v London Borough of Tower Hamlets [1987] IRLR 401
654 Discrimination by others than employers – Education authorities
R v Birmingham City Council ex parte EOC [1988] IRLR 430 – CA and [1988] IRLR 96 – HC
655 Discrimination by others than employers – Providers of facilities or services
Gill and Coote v El Vinos Co Ltd [1983] IRLR 206 – CA
681 Individual remedies – Compensation
Wileman v Minilec Engineering Ltd [1988] IRLR 144
Marshall v Southampton and South-West Hampshire Area Health Authority (No.2) [1988] IRLR 325
681.1 Individual remedies – Compensation – Intention to discriminate
Clarke and Powell v Eley (IMI Kynoch Ltd) [1982] IRLR 131
681.2 Individual remedies – Compensation – Injury to feelings
Wileman v Minilec Engineering Ltd [1988] IRLR 144
Snowball v Gardner Merchant Ltd [1987] IRLR 397
681.3 Individual remedies – Compensation – Loss of earnings and other benefits
Wileman v Minilec Engineering Ltd [1988] IRLR 144
Marshall v Southampton and South-West Hampshire Area Health Authority (No.2) [1988] IRLR 325
681.94 Individual remedies – Compensation – Interest
Marshall v Southampton and South-West Hampshire Area Health Authority (No.2) [1988] IRLR 325
693 Tribunal procedure
Snowball v Gardner Merchant Ltd [1987] IRLR 397
694 Forms for questioning
Greater Glasgow Health Board v Carey [1987] IRLR 484
696 Discovery
Dean v The Islamic Foundation [1982] IRLR 290 – CA
698 Effect of European Community law
Newstead v Department of Transport and HM Treasury [1988] IRLR 66 – ECJ and [1985] IRLR 299
Duke v GEC Reliance (formerly Reliance Systems Ltd) [1988] IRLR 118 – HL and [1987] IRLR 139 – CA
Foster v South Glamorgan Health Authority [1988] IRLR 277
Marshall v Southampton and South-West Hampshire Area Health Authority (No.2) [1988] IRLR 325
Foster and others v British Gas plc [1988] IRLR 354 – CA
R v Secretary of State for Education ex parte Schaffter [1987] IRLR 53 – HC
Rolls Royce plc v Doughty [1987] IRLR 447
Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] IRLR 140 – ECJ and [1983] IRLR 237
Roberts v Tate & Lyle Industries Ltd [1986] IRLR 150 – ECJ
Johnston v The Chief Constable of the Royal Ulster

Constabulary [1986] IRLR 263 – ECJ
Newstead v Department of Transport and HM Treasury [1985] IRLR 299
Commission of the European Communities v United Kingdom of Great Britain and NI [1984] IRLR 29 – ECJ
Barber v Guardian Royal Exchange Assurance Group and Roberts v Tate & Lyle Food & Distribution Ltd [1983] IRLR 240
Garland v British Rail Engineering Ltd [1982] IRLR 111 – ECJ, and [1982] IRLR 257 – HL
Burton v British Railways Board [1982] IRLR 116 – ECJ

700 RACE RELATIONS
701 Meaning of "employee"
Daley v Allied Suppliers Ltd [1983] IRLR 14
711 Direct discrimination
West Midlands Passenger Transport Executive v Singh [1988] IRLR 186 – CA
Noone v North West Thames Regional Health Authority [1988] IRLR 195 – CA and [1987] IRLR 357
London Borough of Barking & Dagenham v Camara [1988] IRLR 373
Simon v Brimham Associates [1987] IRLR 307 – CA
De Souza v The Automobile Association [1986] IRLR 103 – CA
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
Chiu v British Aerospace plc and others [1982] IRLR 56
Perera v Civil Service Commission and Department of Customs and Excise [1982] IRLR 147
Din v Carrington Viyella Ltd (Jersey Kapwood Ltd) [1982] IRLR 281
Owen & Briggs v James [1982] IRLR 502 – CA
712 Indirect discrimination
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
712.1 Indirect discrimination – Requirement/condition with which fewer of a racial group can comply
Hampson v Department of Education and Science [1988] IRLR 87
Meer v London Borough of Tower Hamlets [1988] IRLR 399 – CA
Orphanos v Queen Mary College [1985] IRLR 349 – HL
Raval v DHSS and The Civil Service Commission [1985] IRLR 370
Mandla and Mandla v Lee and Park Grove Private School Ltd [1983] IRLR 209 – HL and [1983] IRLR 17 – CA
Perera v Civil Service Commission and Department of Customs and Excise [1983] IRLR 166 – CA and [1982] IRLR 147
Chiu v British Aerospace plc and others [1982] IRLR 56
712.16 Indirect discrimination – Requirement/condition with which fewer of a racial group can comply – Age
Perera v Civil Service Commission and Department of Customs and Excise [1982] IRLR 147
712.2 Indirect discrimination – Whether justifiable
Hampson v Department of Education and Science [1988] IRLR 87
Orphanos v Queen Mary College [1985] IRLR 349 – HL
Raval v DHSS and the Civil Service Commission [1985] IRLR 370
Mandla and Mandla v Lee and Park Grove Private School Ltd [1983] IRLR 109 – HL
Ojutiku and Oburoni v MSC [1982] IRLR 418 – CA
Chiu v British Aerospace plc and others [1982] IRLR 56
712.3 Indirect discrimination – To detriment
Raval v DHSS and The Civil Service Commission [1985] IRLR 370
713 Racial grounds or group
Simon v Brimham Associates [1987] IRLR 307 – CA
R v CRE ex parte Westminster City Council [1985] IRLR 426 – CA and [1984] IRLR 230 – HC
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
713.3 Racial grounds or group – Nationality
Orphanos v Queen Mary College [1985] IRLR 349 – HL
713.4 Racial grounds or group – Ethnic origins
Mandla and Mandla v Lee and Park Grove Private School Ltd [1983] IRLR 209 – HL and [1983] IRLR 17 – CA
713.5 Racial grounds or group – National origins
Tejani v The Superintendent Registrar for the District of Peterborough [1986] IRLR 502 – CA
Mandla and Mandla v Lee and Park Grove Private School Ltd [1983] IRLR 17 – CA
715 Victimisation
Aziz v Trinity Street Taxis [1988] IRLR 204 – CA and [1986] IRLR 435
716 Relevant circumstances the same or not materially different
Orphanos v Queen Mary College [1985] IRLR 349 – HL
Perera v Civil Service Commission and Department of Customs and Excise [1983] IRLR 166 – CA
722 Exclusions and exceptions – Claim in time
Dodd v British Telecom plc [1988] IRLR 16
Din v Carrington Viyella Ltd (Jersey Kapwood Ltd) [1982] IRLR 281
723.4 Exclusions and exceptions – Excluded cases – Work ordinarily outside GB
Deria and others v General Council of British Shipping [1986] IRLR 108 – CA
728 Exclusions and exceptions – Acts done under statutory authority
Hampson v Department of Education and Science [1988] IRLR 87
General Medical Council v Goba [1988] IRLR 425
731 Discrimination by employers – Selection arrangements
Meer v London Borough of Tower Hamlets [1988] IRLR 399 – CA
Perera v Civil Service Commission and Department of Customs and Excise [1982] IRLR 147
733 Discrimination by employers – Refusal to offer employment
Noone v North West Thames Regional Health Authority [1988] IRLR 195 – CA and [1987] IRLR 357
Din v Carrington Viyella Ltd (Jersey Kapwood Ltd) [1982] IRLR 281
Owen & Briggs v James [1982] IRLR 502 – CA
734 Discrimination by employers – Promotion, transfer or training
West Midlands Passenger Transport Executive v Singh [1988] IRLR 186 – CA
British Library v Palyza and Mukherjee [1984] IRLR 306
Perera v Civil Service Commission and Department of Customs and Excise [1982] IRLR 147
737 Discrimination by employers – Detriments
De Souza v The Automobile Association [1986] IRLR 103 – CA and [1985] IRLR 87
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
BL Cars and another v Brown and others [1983] IRLR 193
743 Instructions to discriminate
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
BL Cars and another v Brown and others [1983] IRLR 193
CRE v Imperial Society of Teachers of Dancing [1983] IRLR 315
744 Pressure to discriminate
CRE v Imperial Society of Teachers of Dancing [1983] IRLR 315
745 Liability of employers and principals
Irving and Irving v The Post Office [1987] IRLR 289 – CA
De Souza v The Automobile Association [1986] IRLR 103 – CA and [1985] IRLR 87
Kingston v British Railways Board [1982] IRLR 274
753 Discrimination by other than employers – Vocational training bodies
Ojutiku and Oburoni v MSC [1982] IRLR 418 – CA
755 Discrimination by others than employers – Providers of facilities or services
Tejani v The Superintendent Registrar for the District of Peterborough [1986] IRLR 502 – CA
London Borough of Hillingdon v CRE [1982] IRLR 424 – HL
756 Discrimination by others than employers – Employment agencies
CRE v Imperial Society of Teachers of Dancing [1983] IRLR 315
771 Enforcement by CRE – Formal investigation
Prestige Group plc in Re [1984] IRLR 166 – HL and [1983] IRLR 408 – HC
The Commission for Racial Equality v Amari Plastics Ltd [1982] IRLR 252 – CA
London Borough of Hillingdon v CRE [1982] IRLR 424 – HL
772 Enforcement by CRE – Issue of non-discrimination notice
R v CRE ex parte Westminster City Council [1985] IRLR 426 – CA and [1984] IRLR 230 – HC
773 Enforcement by CRE – Appeal against non-discrimination notice
The Commission for Racial Equality v Amari Plastics Ltd [1982] IRLR 252 – CA
781 Individual remedies – Compensation
Orphanos v Queen Mary College [1985] IRLR 349 – HL
781.2 Individual remedies – Compensation – Injury to feelings
Alexander v The Home Office [1988] IRLR 190 – CA
Noone v North West Thames Regional Health Authority [1988] IRLR 195 – CA and [1987] IRLR 357
782 Individual remedies – Action recommendation
North West Thames Regional Health Authority v Noone [1987] IRLR 357 and No.2 [1988] IRLR 530 – CA
793 Tribunal procedure
Dodd v British Telecom plc [1988] IRLR 16
London Borough of Barking & Dagenham v Camara [1988] IRLR 373
West Midlands Passenger Transport Executive v Singh [1987] IRLR 351
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
The Commission for Racial Equality v Amari Plastics Ltd [1982] IRLR 252 – CA
796 Discovery
West Midlands Passenger Transport Executive v Singh [1988] IRLR 186 – CA and [1987] IRLR 351
British Library v Palyza and Mukherjee [1984] IRLR 306
797 Further particulars
Dodd v British Telecom plc [1988] IRLR 16
Dean v The Islamic Foundation [1982] IRLR 290 – CA

800 EMPLOYMENT PROTECTION RIGHTS
810 Written reason for dismissal
Gilham and others v Kent County Council [1985] IRLR 16 – CA and [1983] IRLR 353
820 Guaranteed pay
Cartwright v G Clancey Ltd [1983] IRLR 355
830 Maternity pay
Cooner v P S Doal & Sons [1988] IRLR 338
Secretary of State for Employment v Cox [1984] IRLR 437
840 Maternity leave
Kelly v Liverpool Maritime Terminals Ltd [1988] IRLR 310 – CA
Dowuona v John Lewis plc [1987] IRLR 310 – CA
Community Task Force v Rimmer [1986] IRLR 203
McKnight v Adlestones (Jewellers) Ltd [1984] IRLR 453 – NICA
Lavery v Plessey Telecommunications Ltd [1983] IRLR 202 – CA and [1982] IRLR 180
Kolfor Plant Ltd v Wright [1982] IRLR 311
850 Time off for union duties/training
British Bakeries (Northern) Ltd v Adlington and others [1988] IRLR 177
Ashley v Ministry of Defence [1984] IRLR 57
Thomas Scott & Son (Bakers) Ltd v Allen and others [1983] IRLR 329 – CA and [1983] IRLR 66
Ministry of Defence v Crook and Irving [1982] IRLR 488 – EAT and [1982] IRLR 43 – IT
Beal and others v Beecham Group [1982] IRLR 192 – CA and No.2 [1983] IRLR 317
860 Time off for trade union activities
Wignall v British Gas Corporation [1984] IRLR 493
891 Insolvency
Morris v Secretary of State for Employment [1985] IRLR 297
Westwood v Secretary of State for Employment [1984] IRLR 209 – HL, [1983] IRLR 419 – CA and [1982] IRLR 350
Secretary of State for Employment v Cox [1984] IRLR 437
892 Itemised pay statement
Coales v John Wood & Co (Solicitors)[1986] IRLR 129
893 Time off for ante natal care
Gregory v Tudsbury Ltd [1982] IRLR 267

900 MISCELLANEOUS LEGISLATION
R v London Borough of Ealing and others ex parte Times Newspapers Ltd and others [1987] IRLR 129 – HC
NCB v NUM and others [1986] IRLR 439 – HC
911 Rehabilitation of Offenders Act – Spent conviction
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
920 Truck Acts
Bristow v City Petroleum Co Ltd [1987] IRLR 340 – HL and [1985] IRLR 459 – HC
Riley v Joseph Frisby [1982] IRLR 479
930 Trade Union Act
Elliott v SOGAT [1983] IRLR 3
ASTMS v Parkin [1983] IRLR 448
R v Certification Officer ex parte AUEW (Eng) and others [1982] IRLR 67 – HC
950 Fair Employment (NI) Act
Ministry of Defence v Fair Employment Agency for NI [1988] IRLR 151
New York City Employees' Retirement System v American Brands Inc [1986] IRLR 239 – US District Court
Armagh District Council v The Fair Employment Agency of NI [1984] IRLR 234 – NICA
970 Transfer of Undertakings Regulations
Brook Lane Finance Co Ltd v Bradley [1988] IRLR 283
Gateway Hotels Ltd v Stewart and others [1988] IRLR 287
Forth Estuary Engineering Ltd v Litster and others [1988] IRLR 289 – CS and [1986] IRLR 59
Woodcock and others v The Committee for the time being of the Friends School, Wigton and Genwise Ltd [1987] IRLR 98 – CA and [1986] IRLR 490
Wheeler v Patel and J Golding Group of Companies [1987] IRLR 211
IPCS and others v Secretary of State for Defence [1987] IRLR 373 – HC
Chapman and Elkin v CPS Computer Group plc [1987] IRLR 462

Fenton v Stablegold Ltd [1986] IRLR 64
Secretary of State for Employment v Spence and others [1986] IRLR 248 – CA
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA and [1984] IRLR 394
Angus Jowett & Co v NUTGW [1985] IRLR 326
Hadden v University of Dundee Students' Association [1985] IRLR 449
Secretary of State for Employment v Anchor Hotel (Kippford) Ltd [1985] IRLR 452
Apex Leisure Hire v Barratt [1984] IRLR 224
Goricitee Ltd v Jenkinson [1984] IRLR 391
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Canning v Niaz and McLoughlin [1983] IRLR 431
Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] IRLR 471

979 EEC Transfer of Undertakings Directive
Foreningen af Arbejdsledere i Danmark v Daddy's Dance Hall A/S [1988] IRLR 315 – ECJ

980 Patents Act
Reiss Engineering Co Ltd v Harris [1985] IRLR 232 – HC

1100 TRADE UNION RECOGNITION
NCB v NUM and others [1986] IRLR 439 – HC
Cleveland County Council v Springett and others [1985] IRLR 131
R v CAC ex parte BTP Tioxide Ltd [1982] IRLR 60 – HC

1200 DISCLOSURE OF INFORMATION
R v CAC ex parte BTP Tioxide Ltd [1982] IRLR 60 – HC

1270 Confidentiality
Sun Printers Ltd v Westminster Press Ltd and anor [1982] IRLR 290 – CA

1300 UNION MEMBERSHIP AGREEMENTS
Home Delivery Services Ltd v Shackcloth [1984] IRLR 470
National Society of Operative Printers, Graphical and Media Personnel v Kirkham [1983] IRLR 70
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 – CA

1395 European Convention of Human Rights
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474
Young and others v The United Kingdom [1983] IRLR 35 – European Court of Human Rights
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 – CA

1400 COLLECTIVE AGREEMENTS

1410 Legal enforceability
Marley v Forward Trust Group Ltd [1986] IRLR 369 – CA and [1986] IRLR 43
NCB v NUM and others [1986] IRLR 439 – HC
Monterosso Shipping Co Ltd v ITF [1982] IRLR 468 – CA

1500 INDUSTRIAL ACTION
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 26 – CA

1511 Contemplation or furtherance of trade dispute
News Group Newspapers and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Dimbleby & Sons Ltd v NUJ [1984] IRLR 161 – HL and [1984] IRLR 67 – CA
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – NI CA and [1982] IRLR 456 – NIHC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
Mercury Communications Ltd v Scott-Garner and POEU [1983] IRLR 494 – CA and [1983] IRLR 485 – HC
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – HL
Universe Tankships Inc of Monrovia v International Transport Workers' Federation and others [1982] IRLR 200 – HL

1512 Due notice of strike
Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 – HC

1513 Inducement to breach of contract
Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 – HC
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC
Express & Star Ltd and others v NGA (1982) and another [1985] IRLR 455 – HC

1516 Union as agent for member
Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 – HC

1517 Union liability
Express & Star Ltd and others v NGA (1982) and another [1986] IRLR 222 – CA and [1985] IRLR 455 – HC
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Richard Read (Transport) Ltd v NUM (South Wales Area) and George M Read Ltd v NUM (South Wales Area) [1985] IRLR 67
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC

1518 Peaceful picketing
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
British Airports Authority v Ashton and others [1983] IRLR 287 – HC
Mersey Dock and Harbour Co v Verrinder and others [1982] IRLR 152 – HC

1520 Tort immunities
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Galt (Procurator Fiscal) v Philp and others [1984] IRLR 156 – HC
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 218 – HL and [1983] IRLR 26 – CA
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – HL
The Plessey Co plc and another v Wilson and others [1982] IRLR 198 – CS

1523 Tort immunities – Breach of contract
Barretts & Baird (Wholesale) Ltd and others v IPCS [1987] IRLR 3 – HC

1525 Tort immunities – Strike ballot
Monsanto plc v TGWU [1986] IRLR 406 – CA
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC

1540 Secondary action
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC

1543 Secondary action – Suppliers/customers
Dimbleby & Sons Ltd v NUJ [1984] IRLR 161 – HL and [1984] IRLR 67 – CA
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 218 – HL and [1983] IRLR 26 – CA
Marina Shipping Ltd v Laughton and Shaw [1982] IRLR 20 – CA

1560 Tort liability
Dimbleby & Sons Ltd v NUJ [1984] IRLR 67 – CA
Mersey Dock and Harbour Co v Verrinder and others [1982] IRLR 152 – HC

1561 Tort liability – Interference with business by unlawful means
Barretts & Baird (Wholesale) Ltd and others v IPCS [1987] IRLR 3 – HC
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 26 – CA
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – HL
The Plessey Co plc and another v Wilson and others [1982] IRLR 198 – CS
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1982] IRLR 456 – NI HC

1562 Tort liability – Trespass
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – NI CA and [1982] IRLR 456 – NI HC

1563 Tort liability – Nuisance
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1982] IRLR 456 – NI HC

1564 Tort liability – Interference with contract by unlawful means
Barretts & Baird (Wholesale) Ltd and others v IPCS [1987] IRLR 3 – HC
Falconer v ASLEF and NUR [1986] IRLR 331
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 218 – HL and [1983] IRLR 26 – CA

1565 Tort liability – Intimidation
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC

1566 Tort liability – Assault
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC

1570 Criminal offences and picketing
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Galt (Procurator Fiscal) v Philp and others [1984] IRLR 156 – HC
British Airports Authority v Ashton and others [1983] IRLR 287 – HC
Elsey v Smith (Procurator Fiscal) [1983] IRLR 292 – HC

1572 Criminal offences and picketing – Breach of the peace
Moss and others v McLachlan [1985] IRLR 76 – HC
R v The Mansfield Justices ex parte Sharkey and others [1984] IRLR 496 – HC

1573 Criminal offences and picketing – Obstruction of the police
Moss and others v McLachlan [1985] IRLR 76 – HC

1581 Remedies – Damages
Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 – HC
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – NICA and [1982] IRLR 456 – NIHC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC

1581.9 Remedies – Damages – Interest
Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 – HC

1582 Remedies – Injunction
Barretts & Baird (Wholesale) Ltd and others v IPCS [1987] IRLR 3 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1982] IRLR 456 – NI HC

1583 Remedies – Declaration
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC

1590 Court procedure
Monterosso Shipping Co Ltd v ITF [1982] IRLR 468 - CA

1596 Court procedure – Interlocutory relief
Barretts & Baird (Wholesale) Ltd and others v IPCS [1987] IRLR 3 – HC
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Monsanto plc v TGWU [1986] IRLR 406 – CA
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Austin Rover Group Ltd v AUEW (TASS) [1985] IRLR 162 – HC
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC
Dimbleby & Sons Ltd v NUJ [1984] IRLR 161 – HL
Mercury Communications Ltd v Scott-Garner and POEU [1983] IRLR 494 – CA and [1983] IRLR 485 – HC
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – HL
Mersey Dock and Harbour Co v Verrinder and others [1982] IRLR 152 – HC
The Plessey Co plc and another v Wilson and others [1982] IRLR 198 – CS
Express Newspapers plc and others v Mitchell and others [1982] IRLR 465 – HC

1598 Court procedure – Contempt
Kent Free Press v NGA and others [1987] IRLR 267 – HC
Express & Star Ltd and others v NGA (1982) and another [1986] IRLR 222 – CA and [1985] IRLR 455 – HC
News Group Newspapers Ltd and others v SOGAT (1982) [1986] IRLR 227 – CA
Richard Read (Transport) Ltd v NUM (South Wales Area) and George M Read Ltd v NUM (South Wales Area) [1985] IRLR 67 – HC
Austin Rover Group Ltd v AUEW (TASS) [1985] IRLR 162 – HC
Express Newspapers plc and others v Mitchell and others [1982] IRLR 465 – HC

1600 HANDLING REDUNDANCIES

1601 Definition of redundancy
Association of University Teachers v University of Newcastle-upon-Tyne [1988] IRLR 10

1620 Timing of consultation
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135

1640 Consultation requirements
TGWU v Ledbury Preserves (1928) Ltd [1985] IRLR

412
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135
1650 Special circumstances
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135
1652 Special circumstances – Insolvency
Angus Jowett & Co v NUTGW [1985] IRLR 326
1660 Protective award
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135
1662 Protective award – just and equitable
Angus Jowett & Co v NUTGW [1985] IRLR 326
1667 Protective award – Offsetting payments
Vosper Thornycroft (UK) Ltd v TGWU and GMBATU [1988] IRLR 232
1671 Protective award – Date of commencement of protected period
TGWU v Ledbury Preserves (1928) Ltd [1986] IRLR 492
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135

2200 TRADE UNIONS AND INDIVIDUALS
Iwanuszesak v GMBATU [1988] IRLR 219 – CA
Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 – HC
Paul and Fraser v NALGO [1987] IRLR 413 – HC
Hamlet v GMBATU [1986] IRLR 293 – HC
Elliott v SOGAT [1983] IRLR 3
2210 Exclusion from membership
Saunders v Bakers, Food & Allied Workers' Union [1986] IRLR 16
Goodfellow and others v NATSOPA [1985] IRLR 3
Hughes v TGWU [1985] IRLR 382 – HC
Clark v NATSOPA [1985] IRLR 494
Howard v NGA [1984] IRLR 250 – CA and [1983] IRLR 440, 442 and 445
National Society of Operative Printers, Graphical and Media Personnel v Kirkham [1983] IRLR 70
2250 Expulsion from membership
McGhee v TGWU [1985] IRLR 198
Cheall v APEX [1983] IRLR 215 – HL, [1982] IRLR 362 – CA and [1982] IRLR 91 – HC
2260 Breach of union rules
Loosley v NUT [1988] IRLR 157 – CA
Goring v British Actors Equity Association [1987] IRLR 122 – HC
Taylor and others v NUM (Derbyshire Area) and others [1985] IRLR 99 – HC, [1985] IRLR 65 – HC and [1984] IRLR 440 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Hopkins v National Union of Seamen [1985] IRLR 157 – HC
Bourne v Colodense Ltd [1985] IRLR 339 – CA
Taylor and Foulstone v NUM (Yorkshire Area) and NUM [1984] IRLR 445 – HC
2270 Remedies
Taylor and another v NUM (Derbyshire Area) and others [1985] IRLR 99 – HC
2271 Remedies – Injunction
Taylor and another v NUM (Derbyshire Area) and others [1985] IRLR 99 – HC and [1984] IRLR 440 – HC
Taylor and Foulstone v NUM (Yorkshire Area) and NUM [1984] IRLR 445 – HC
2272 Remedies – Declaration
Clarke and others v Chadburn and others [1984] IRLR 350 – HC
Taylor and others v NUM (Derbyshire Area) and others [1984] IRLR 440 – HC
2273 Remedies – Compensation
Saunders v Bakers, Food & Allied Workers' Union [1986] IRLR 16
Howard v NGA [1984] IRLR 489
2274 Remedies – Damages
Taylor and another v NUM (Derbyshire Area) and others [1985] IRLR 99 – HC
2296 Remedies – Interlocutory relief
Loosley v NUT [1988] IRLR 157 – CA
Longley v NUJ and others [1987] IRLR 109 – CA
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Clarke and others v Chadburn and others [1984] IRLR 350 – HC
Howard v NGA [1984] IRLR 250 – CA
Taylor and Foulstone v NUM (Yorkshire Area) and NUM [1984] IRLR 445 – HC

2500 TRADE UNION ORGANISATION
Paul v NALGO [1987] IRLR 43
News Group Newspapers Ltd and others v SOGAT (1982) [1986] IRLR 227 – CA
Hamlet v GMBATU [1986] IRLR 293 – HC
Burnley, Nelson & Rossendale and District Textile Workers' Union v Amalgamated Textile Workers' Union [1986] IRLR 298 – HC
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
British Association of Advisers and Lecturers in Physical Education v NUT [1986] IRLR 497 – CA
Bourne v Colodense Ltd [1985] IRLR 339 – CA
AUEW (TASS) v AUEW (Engineering Section) [1983] IRLR 108 – HC
2510 Liability generally
Kent Free Press v NGA and others [1987] IRLR 267 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
2511 Liability – Authorisation of act
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Richard Read (Transport) Ltd v NUM (South Wales Area) and George M Read Ltd v NUM (South Wales Area) [1985] IRLR 67 – HC
2512 Liability – Endorsement of act
Richard Read (Transport) Ltd v NUM (South Wales Area) and George M Read Ltd v NUM (South Wales Area) [1985] IRLR 67 – HC
2513 Liability – Repudiation of act
Express & Star Ltd and others v NGA (1982) and another [1985] IRLR 455 – HC
2524 Responsible persons – Other employed official
Express & Star Ltd and others v NGA (1982) and another [1985] IRLR 455 – HC
2580 Amalgamations
R v Certification Officer ex parte AUEW (Engineering Section) and others [1983] IRLR 113 – CA and [1982] IRLR 67 – HC

3000 HEALTH AND SAFETY AT WORK
White v Holbrook Precision Castings Ltd [1985] IRLR 215 – CA
Select Managements Ltd v Westminster City Council [1985] IRLR 344 – CA
West Bromwich Building Society v Townsend [1983] IRLR 147 – HC
Deary (HM Inspector of Factories) v Mansion Hide Upholstery Ltd [1983] IRLR 195 – HC
Laws v Keane (Procurator Fiscal) [1982] IRLR 500 – HC
3300 Safety representatives
Cleveland County Council v Springett and others [1985] IRLR 131
3400 Statutory offences
Allen v Avon Rubber Company Ltd [1987] IRLR 22 – CA
R v Mara [1987] IRLR 154 – CA
R v AI Industrial Products Ltd [1987] IRLR 296 – CA
McGovern v British Steel Corporation [1986] IRLR 411 – CA
3410 Statutory offences – Failure to discharge general duty
Carmichael (Procurator Fiscal) v Rosehall Engineering Works Ltd [1983] IRLR 482 and 480
3430 Failure to discharge specific duties – Policy statement
Osborne v Bill Taylor of Huyton Ltd [1982] IRLR 17 – HC
3500 Employer's liability
Smith v Stages and Darlington Insulation Co Ltd [1988] IRLR 107 – CA
Crouch v British Rail Engineering Ltd [1988] IRLR 404 – CA
Thompson v T Lohan (Plant Hire) Ltd and J W Hurdiss Ltd [1987] IRLR 148 – CA
Heasmans v Clarity Cleaning Co Ltd [1987] IRLR 286 – CA
Aldred v Nacanco [1987] IRLR 292 – CA
McDermid v Nash Dredging & Reclamation Co Ltd [1987] IRLR 334 – HL and IRLR 308 – CA
Lawton v BOC Transhield Ltd [1987] IRLR 404 – HC
Smith v Scot Bowyers [1986] IRLR 315 – CA
Bourne v Colodense Ltd [1985] IRLR 339 – CA
Thompson, Gray and Nicholson v Smiths Shiprepairers; Blacklock and Waggott v Swan Hunter Shipbuilders; Mitchell v Vickers Armstrong and Swan Hunter Shipbuilders [1984] IRLR 93 – HC
3590 Damages
Dews v National Coal Board [1987] IRLR 330 – HL
3592 Damages – Loss of amenity
Thompson, Gray and Nicholson v Smiths Shiprepairers; Blacklock and Waggott v Swan Hunter Shipbuilders; Mitchell v Vickers Armstrong and Swan Hunter Shipbuilders [1984] IRLR 93 – HC
3597.1 Damages – Deductions – Redundancy payment
Colledge v Bass Mitchells & Butlers Ltd [1988] IRLR 163 – CA
3597.2 Damages – Deductions – Payments made under permanent health insurance scheme
Hussain v New Taplow Paper Mills Ltd [1988] IRLR 167 – HL
3598 Damages – Contributory negligence
Crouch v British Rail Engineering Ltd [1988] IRLR 404 – CA
Allen v Avon Rubber Company Ltd [1987] IRLR 22 – CA
3599 Damages – Limitation
McDermid v Nash Dredging & Reclamation Co Ltd [1987] IRLR 334 – HL and [1986] IRLR 308 – CA
3620 Occupiers' Liability Act
Ferguson v Welsh and others [1988] IRLR 112 – HL
3631 Transport Act – Drivers' hours
Kelly v Shulman [1988] IRLR 478 – HC

4100 EMPLOYMENT APPEAL TRIBUNAL
McLaren v National Coal Board [1988] IRLR 215 – CA
Foster v South Glamorgan Health Authority [1988] IRLR 277
British Coal Corporation (formerly NCB) v Cheesbrough and Secretary of State for Employment [1988] IRLR 351 – CA
Woodcock and others v The Committee for the time being of the Friends School, Wigton and Genwise Ltd [1987] IRLR 98 – CA
McLeod and others v Hellyer Brothers Ltd and Wilson and another v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 – CA
Saunders v Bakers, Food & Allied Workers' Union [1986] IRLR 16
Shook v London Borough of Ealing [1986] IRLR 46
The County Council of Hereford & Worcester v Neale [1986] IRLR 168 – CA and [1985] IRLR 281
Davies v Presbyterian Church of Wales [1986] IRLR 194 – HL
Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA
Medallion Holidays Ltd v Birch [1985] IRLR 406
Lamont v Fry's Metals Ltd [1985] IRLR 470 – CA
Spook Erection v Thackray [1984] IRLR 116 – CS
Nethermere (St Neots) Ltd v Taverna and Gardiner [1984] IRLR 240 – CA
Howard v NGA [1984] IRLR 250 – CA and 1983] IRLR 440 and 442
British Library v Palyza and Mukherjee [984] IRLR 306
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA
National Society of Operative Printers, Graphical and Media Personnel v Kirkham [1983] IRLR 70
O'Kelly and others v Trusthouse Forte plc [1983] IRLR 369 – CA
Chiu v British Aerospace plc and others [1982] IRLR 56
Dean v The Islamic Foundation [1982] IRLR 290 – CA
Woods v W M Car Services (Peterborough) Ltd [1982] IRLR 413 – CA
4160 Fresh evidence
Wileman v Minilec Engineering Ltd [1988] IRLR 144
4192 Costs
Stein v Associated Dairies Ltd [1982] IRLR 447

4200 CERTIFICATION OFFICER
R v Certification Officer ex parte AUEW (Engineering Section) and others [1983] IRLR 113 – CA

4300 TRIBUNALS
British Coal Corporation v McGinty [1988] IRLR 7
Hooper v British Railways Board [1988] IRLR 517 – CA
Dietman v London Borough of Brent and Wahlstrom v London Borough of Brent [1987] IRLR 146 – CA
Morris v London Iron and Steel Co Ltd [1987] IRLR 182 – CA
Meek v City of Birmingham District Council [1987] IRLR 250 – CA
Electronic Data Processing Ltd v Wright [1986] IRLR 8
Peter Simper & Co Ltd v Cooke [1986] IRLR 19
The County Council of Hereford & Worcester v Neale [1986] IRLR 168 – CA and [1985] IRLR 281
Davies v Presbyterian Church of Wales [1986] IRLR 194 – HL
Kent County Council v Gilham and others [1985] IRLR 18 – CA
Medallion Holidays Ltd v Birch [1985] IRLR 406
Holden v Bradville Ltd [1985] IRLR 483
Clark v NATSOPA [1985] IRLR 494
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Iggesund Converters Ltd v Lewis [1984] IRLR 431
Martin v MBS Fastenings (Glynwed) Distribution Ltd [1983] IRLR 198 – CA
Kearney & Trecker Marwin Ltd v Varndell and others [1983] IRLR 335 – CA
Lamont v Fry's Metals Ltd [1983] IRLR 434
NGA v Howard [1983] IRLR 445
Morley's of Brixton Ltd v Minott [1982] IRLR 270
Dean v The Islamic Foundation [1982] IRLR 290 – CA
Trimble v Supertravel Ltd [1982] IRLR 451
4320 Rules of procedure
Hampson v Department of Education and Science [1988] IRLR 87
Wileman v Minilec Engineering Ltd [1988] IRLR 144
Derrybaa Ltd v Castro-Blanco [1986] IRLR 495
Burns International Security Services Ltd v Butt [1983] IRLR 438

4400 COURT OF APPEAL
Ridgway and Fairbrother v National Coal Board [1987] IRLR 80 – CA
Duke v Reliance Systems Ltd [1987] IRLR 139 – CA

McLeod and others v Hellyer Brothers Ltd and Wilson and another v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 – CA
Hennessy v Craigmyle & Co Ltd and ACAS [1986] IRLR 300 – CA
Kent County Council v Gilham and others [1985] IRLR 18 – CA
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – HL

4600 ACAS
Courage Take Home Trade Ltd v Keys [1986] IRLR 427
Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271
Moore v Duport Furniture Products Ltd and others [1982] IRLR 31 – HL

4700 CAC
R v CAC ex parte BIFU [1982] IRLR 505 – CA and [1982] IRLR 12 – HC
R v CAC ex parte BTP Tioxide Ltd [1982] IRLR 60 – HC

5200 SCHEDULE 11
R v CAC ex parte BIFU [1982] IRLR 505 – CA and [1982] IRLR 12 – HC

6000 INCOME TAX
Morris v Secretary of State for Employment [1985] IRLR 297
Wicks v Firth (HM Inspector of Taxes) and Johnson v Firth (HM Inspector of Taxes) [1983] IRLR 80 – HL and [1982] IRLR 25 – CA
Cheatle v Commissioners of Inland Revenue [1982] IRLR 240 – HC

7000 SOCIAL SECURITY
Cartlidge v Chief Adjudication Officer [1986] IRLR 182 – CA
7300 Unemployment benefit
Morton v Chief Adjudication Officer [1988] IRLR 444 – CA
Hooper v British Railways Board [1988] IRLR 517 – CA

Presho v DHSS [1984] IRLR 74 – HL and [1983] IRLR 295 – CA
Westwood v Secretary of State for Employment [1984] IRLR 209 – HL, [1982] IRLR 419 – CA and [1982] IRLR 350
Crewe v Social Security Commissioner [1982] IRLR 295 – CA

8000 OCCUPATIONAL PENSION SCHEMES
Newstead v Department of Transport and HM Treasury [1988] IRLR 66 – ECJ
Cowan and others v Charlesworth and others [1987] IRLR 278 – HC
Cowan and others v Scargill and others [1984] IRLR 260 – HC

9000 EMPLOYEE SHARE OPTION SCHEMES
Thompson v ASDA MFI Group plc [1988] IRLR 340 – HC

BIBL. LONDIN. UNIV.